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Minutes of

(v.7)(in 4pts.)

SALEM PRESBYTERY

TWENTY-FIFTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
HIGH POINT, NORTH CAROLINA
February 4, 1995

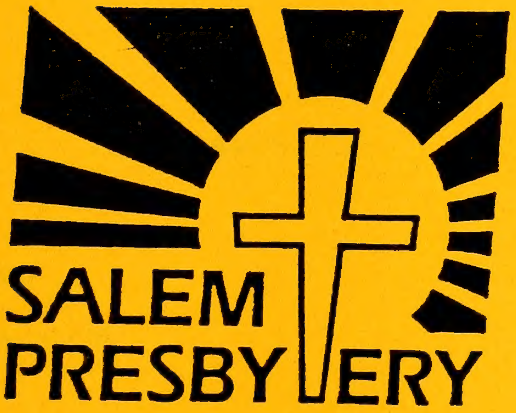
TWENTY-SIXTH STATED MEETING
ALAMANCE PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 25, 1995

TWENTY-SEVENTH STATED MEETING
ST. PAUL PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
July 28-29, 1995

TWENTY-EIGHTH STATED MEETING
GLENDALE SPRINGS PRESBYTERIAN CHURCH
GLENDALE SPRINGS, NORTH CAROLINA
October 24, 1995

VOLUME VII NUMBER 1

Minutes of


SALEM
PRESBYTERY

TWENTY-FIFTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
HIGH POINT, NORTH CAROLINA
February 4, 1995

MINUTES OF

SALEM PRESBYTERY

TWENTY-FIFTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
HIGH POINT, NORTH CAROLINA

February 4, 1994

OFFICERS

Moderator	W. Erwin Fuller, Jr.
Moderator-in-Nomination	Margaret Marks
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
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TWENTY-FIFTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

HIGH POINT, NORTH CAROLINA

February 4, 1995

The Twenty-Fifth Stated Meeting of Salem Presbytery, held on Saturday, February 4, 1995, at the First Presbyterian Church in High Point, North Carolina, was opened at 8:45 a.m. with a hymn-sing led by Julia Richmond and was called to order by Moderator Elder W. Erwin Fuller, Jr. at 9:00 a.m. The Moderator declared a quorum present for conducting the business of the Presbytery, whereupon the Presbytery joined in a service of Worship and Communion. The opening prayer by The Reverend Lisa Mullen for the worship service constituted the opening prayer for the Presbytery meeting. Moderator W. Erwin Fuller, Jr. preached an inspiring message entitled, "Words for All Seasons." Assisting in the worship service were The Reverend Elijah Freeman, The Reverend Lisa Mullen, The Reverend Scott Woodmansee, and the Korean Church Choir. The organist was Ms. Judith Millar. The worship service included a Necrology of Elders of churches in Salem Presbytery who died in 1994 (Appendix A, pp. 28-31).

ENROLLMENT

Commissioners	
Elders	140
Ministers	102
Corresponding Members	
Ministers	2
Church Educators	5
Administrative	
Non-Commissioners	5
Visitors	81
Total	335

The following Ministers were enrolled:

A-F

Frank J. Allen, J. Lawrence Ayers, Jesse W. Bledsoe, Warren C. Brannon, Robert E. Button, David M. Cameron, M. Gray Clark, Robert E. Cleveland, Ares Davidian, Dale W. Davidson, Max E. Deal, Christopher F. East, Stewart E. Ellis, Carlton A. G. Eversley, Jeffrey J. Falter, Dusty K. Fiedler, Carol C. Fisher, Charles G. Fitzpatrick, Milton M. Foust, James T. Frazier, E. B. Freeman.

G-M

Robert M. Gant, Jr., Murv' L. Gardiner, Robert J. Goforth, Lucius A. Gray, J. Randy Hall, Hewon Han, John M. Handley, Holly Diane Hayes, William C. Hayes, David C. Heil, Robert W. Henderson, Z. N. Holler, Robert M. Howard, Joanne R. Hull, Stephen A. Hundley, Robert S. Jeffords, Kurt W. Johnston, Henry J. Keating, J. David Kivett, William R. Knox, Morton R. Kurtz, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, David T. Lee-Andrews, David E. Leininger, S. Edwin Lewis, Joel M. Long, Robert M. Matthews, Stephen P. McCutchan, Angus McGregor, Sam E. McGregor, Jr., William S. Metzel, Judson J. Milam, John L. Milholland, E. Thomas Miller, Donald Mimbs, K. Moser Misenheimer, James A. Mitcham, Molly D. Morgan, Allen E. Morrison, Stephen A. Moss, Lisa M. Mullen, George H. Murray, IV.

N-Z

David C. Partington, S. Curtis Patterson, Robert E. Osman, A. B. Plexico, W. Clark Porter, III, Catherine J. Reed, Marie P. Reed, Raymond W. Riddleberger, James M. Rissmiller, Russell H. Ritchel, Jr., Donald G. Scofield, Jr., Grant M. Sharp, Jerold D. Shetler, Jeffrey D. Smith, Paul R. Snell, Billy F. Sosebee, Laura M. Spangler, Joe L. Spearks, Samuel Stevenson, Jamie D. Stimson, Larry E. Summey, Al F. Thomas, Jr., Dan M. Thornton, Robert R. Tolar, Jr., John G. Truitt, Jr., W. Russell Ward, Jr., A. Michael Warren, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Daniel C. Wilkers, Stephen H. Wilkins, James K. Wilson, Jr., William T. Wing, III, Paul D. Woodall, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

James H. Allen, L. Adlai Boyd, John C. Brearley, Robert A. Bryant, Nathan L. Byrd, Kathryn J. Cameron, George C. Carpenter, Carole F. Chase, William R. DeLong, Frank M. Dew, M. Susan Dobyns, Robert C. Evans, III, Robert A. Fiedler, Philip R. Gehman, James Henderson, Margret L. Henderson, David L. Henry, Robert W. Herron, Guy W. Hunt, Jr., Walter W. King, Phyllis M. H. Kort, Robert E. Lee, B. Paul Lindsey, Ivan W. Lowery, Steve A. Martin, James F. Miller, J. Herbert Nelson, Lisa T. Nelson, Jamie Bibee Pharr, Steve Macon Pharr, Joseph L. Pickard, Leland A. Richardson, Paul N. Ridolfi, Jeannette G. Rodenbough, Dennis J. Sebesan, Rollin M. Steele, Jr., William F. Stephens, III, Patricia F. Stewart, Erich W. Thompson, Rockwell P. Ward, William C. Weckerly, Benjamin F. Williams, J. Gordon Williams.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight L. Barker, Ernest M. Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Cappell, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, John E. Eliason, Norris L. Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Robert O. Freeman, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Julian Lake, William F. Long, Wilkes D. Macaulay, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, H. Reid Montgomery, William H. Morrison, Joseph B. Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Wyatt Aiken, Jr., Jonathan C. Barker, Shawn E. Barkley, Linda L. Blessing, Ronald L. Bowie, Janet B. Briscoe, Malcolm M. Bullock, Charles R. Carter, Frederick A. H. Coates, O. Leighton Culler, Kermit W. Dancy, James A. Dickens, Barbara E. Dua, Carl W. Dumford, Larry W. Freeman, Carter B. Gillespie, Scott C. Girard, Cynthia R. Higgins, Fredrick R. Horner, George Hunter, Ann B. Jahnes, William Jones, Robert M. Lewis, Z. Bradford Long, J. Roger Marrow, James M. Mauldin, Gail Porter Nelson, Richard R. Osmer, Franklin L. Partridge, III, Phillip J. Pogue, Michael J. Poulos, A. Carter Shelley, R. Page Shelton, Jerry M. Smith, Stevan A. Snipes, John B. Talmage, Glenn C. Thomason, Worth N. Watts, Kellie E. Weekley, Charles Williams, Christopher E. Zorn.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Gene Carroll, Tommy Causey, Mary G. Poore, Allen Temple Margaret Cowan, Virginia Mott, Asbury W. Robert Overby, Asheboro First Frank Pugh, Mike Sherrill, Bethany (Graham) Gerald D. Donley, Bethany (Statesville) Edgar Ingram, Bethel Sharon Smith, Bethesda (Ruffin) Randy Reagan, Bethesda (Statesville) Mary Lois Cook, Beulah Debbie L. Coles, Elizabeth R. Scott, Bixby Doris Dillon, Buffalo Harry Lever, Burlington First Margaret Beatty, Calvary Mildred M. Minor, Centre Ken Morrow, (Presbyterian) Church of the Covenant Lee F. Conrad, Clemmons Cora Price, Collinstown Darrell Mitchell, Community in Christ, Presbyterian Eugene E. Leasure, Jr., Cooleemee Grier C. Waller, Cross Roads John H. Coble, Dellabrook Fred Terry, Dogwood Acres L. A. King, Eden First Clyde Morris, Edward Webb Gladys W. Bailey, Elkin Ralph Lanier, Fairmont Colleen Story, Faith Virginia Cornet, Fieldstone David Van Auken, Fifth Creek James R. Johnson, Flat Rock Burton Dinkins, Forest Hills Steve Ashworth, Forest Park Steve Wilson, Francisco Louise Palmer, Franklin Nathan S. Thomason.

G-M

Grace Willie Robinson, William Shouse, Greensboro First Virginia H. Forrest, Jannie Frazier, Isabel E. Gillespie, Bennie Lee Inman, Emmett Sumner, Greenwood James A. Pruitt, Guilford Park Ed Gardner, Betty Peraldo, Hawfields Dan Albright, High Point First Ralph Cox, Eileen Douglas, Phil Miller, Highland Whaley Batson, Linda H. Collins, Jamestown Bart Frankena, Joanne Graham, John Calvin Martha West, Kernersville First Robert W. Howell, Korean First Jung H. Kim, Young S. Kim, Lexington First Bob Floyd, Phyllis Y. McGee, Lexington Second Sharon Mehaffey, Madison Monte McIntosh, Mebane Brooks Gardner, Memorial Glen Campbell, Mocksville First Margaret Eckerd, Mooresville First Pat R. Culberson, Miriam McNeely, Mt. Tabor Venessa Chunn, Mt. Vernon Springs W. J. Porter.

N-Z

New Creation Miriam Bell, Barbara Clawson, North Wilkesboro Gerald Lankford, Geoff Pagett, Oak Ridge Monie Pleuger, Old Providence Todd Sharpe, Old Town Robert DuRant, Parkway Dick Clausen, John Hungarland, Piedmont George Florence, Pleasant Grove Faye Mise, Pilot Mountain First Billy G. Sawyers, Pine Hall Tony Paris, Pittsboro Edith C. Wasko, Prospect Roy Henry Watkins, Randolph Lewis H. Hinesley, Martin P. McPherson, Reidsville First Anne Scott, Salisbury First Dwight L. Crowell, Linda A. Drinkard, Ames B. Flynn, Salisbury Second W. W. Blackman, Sandy Ridge Cleo Ferguson, Sedgefield James K. Gehling, Shady Side Charles England, Robert Gilchrist, Shallowford Mark Ramsey, Shiloh (Burlington) Herb Kluttz, Siler City Edna Becker, Smyrna Ron Lovings, Sparta Arnold Young, Speedwell Ralph Alexander, Spencer Jonnette Powell, Springwood Mike Griggs, St. Andrews Ted C. Davis, St. James Fredrick Click, II, Luella J. Graves, Marsha S. Knox, Marjorie J. Ward, St. Paul (Greensboro) Don Bennett, John Davis, St. Paul (High Point) Thomas Leach, Irene Mosley, Starmount Gary S. Anderson, Jean Anne Finley, Brenda Valle, Statesville First Phillip Brown, Connie May, Stony Creek James D. Smith, Third Creek Hannah Padgett, Thomasville First Buck McColl, Thyatira Frank Fuller, Trinity (Salisbury) Ruth Russell, Trinity (Winston-Salem) Mary Homrighous, Unity Robert B. Deal, Vandalia Lynn Gardner, Marian Phillips, Wentworth Doc Sherron, Westminster (Burlington) Harold Stanfield, Westminster (Greensboro) Sally Royster, W. R. Wardlaw, Jim Wright, Winston-Salem First Mack Dagenhart, Emmett McCall, Richard G. Orr, Yadkin United Thomas Vinson, Yanceyville Mildred Atwater.

The following Churches were excused from having representatives at this meeting of Presbytery:

(Presbyterian) Church of the Cross, Clio, Graham, Love Valley, Mt. Airy First.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Boone First, Boonville First, Cameron, Cleveland, Concord, Covenant, Crestwood, Danbury Community, Ebenezer, El Bethel, Elmwood, Fellowship, Freedom, Glendale Springs, Glenwood, Griers, Gulf, Hills, Hope View, Immanuel, Joyce, Lansing, Laurel Fork, Little Joe's, Lloyd, Logan, Milton, Mocksville Second, Mount Jefferson, Mount Vernon, New Salem, Oakland, Oakview, Peak Creek, Pine Ridge, Red House, Reid Memorial, Riverview, Rumple Memorial, Shiloh (Statesville), Southminster, Stoneville, Tabor, Taylorsville, Trinity (Elon College), Whispering Pines, Yadkinville.

The following Church Educators were enrolled:

Sammie Braxton, Connie DeKleuver, Bonnie Jean Lamberth, Pat Smith, Edye Williamson.

The following Corresponding Members were present:

Joan LaFollette, Presbytery of Susquehanna Valley; David B. McCarthy, Presbytery of Susquehanna Valley.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Esther K. Preston, Paul Ransford, Albert D. Shaw, Jr.

The following Visitors were registered:

G. Douglas Aitken, Jr., David Anderson, Wade Balsley, Helen Barber, John E. Barney, Annie Miller Bates, Hobert Bost, Frank J. Brake, Sr., Lois S. Brake, Charles Cameron, Marian Cameron, Margaret Carr, Bruce Causey, Mary Ann Chance, Greta Connor, Lib Cornatzer, Virginia Cowfer, William J. Cowfer, Diane Davidian, Frances Dinkins, Lowell K. Duty, Dr. E. A. Eckerd, Virginia Edmiston, Octavia Edwards, Becky Falter, Mary Sue Ferguson, Frances B. Fitzpatrick, Neel Fleming, W. Erwin Fuller, Jr., Creola Goodman, Stan Grady, Dellene Gudger, Anne Hall, John C. Hamil, Donna Han, Don Hart, Bernice C. Heaggans, Richard Heaggans, Doris Howze, Regan Jones, Glenn Jordon, Alyce Kelly, Margaret King, Cynthia M. Kirkman, Gayl A. Knox, Christie Leininger, Dianne Luce, Margaret S. Marks, Richard Martindale, Cora L. Massey, LaDonna McCarther, Hazel McNeely, James Miles, Jane Miller, William M. Miller, Ray Mims, Mary N. Mitcham, Patsy Morrison, Mary Jane Patterson, Oscar Patterson, Sr., Frances Porter, Emily Randle, Rainey M. Ratchford, Julia Ruth Richmond, Chis Rodenbough, Otis B. Scott, Ruby Sheridan, Carol W. Smith, Jean Smith, Jean Sosebee, David H. Sutton, Fred Tatum, Peggy Trimble, Lisa Turner, Michael R. Underwood, Harvey Walker, Murray M. White, Jr., Byron Wolfe, Madalu Wright, Mary Young, Rosa Yourse.

DOCKET

The Docket was presented by Murray White, Moderator of Council, and was approved as presented. (See Appendix B, pp. 32-33.)

OMNIBUS MOTION

Murray White, Moderator of Council, presented the Omnibus Motion. Following opportunity for the removal of items, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by The Reverend Scott Woodmansee, pastor of First Church. Information regarding the facilities and arrangements for the day were presented.

ECUMENICAL VISITOR

The Reverend Scott Woodmansee introduced The Reverend Glenn Busch, Rector of St. Mary's Episcopal Church, who addressed the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix C, pp. 34-35.)

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. The Reverends David McCarthy and Joan LaFollette from Susquehanna Valley Presbytery were welcomed and seated as Corresponding Members.

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix D, pp. 36-37.)

THEME PRESENTATION: OUTDOOR MINISTRIES

Paul Ransford, Director at Camp New Hope and Presbyterian Point, and Bart Shaw, Director at Camp Grier, gave an entertaining and informative presentation regarding the program and needs of the presbytery camps.

IN MEMORY OF
HARDIN ALEXANDER KING
1902 - 1994

"Blessed are the dead who die in the Lord. . .they rest from their labors and their works follow them." - Rev. 14:13

Hardin A. King was born July 29, 1902, in Ararat, Virginia, to O. S. and Virginia Smith King. He married May Jarrell April 9, 1925, and they were blessed with three sons: Ray E. King, Frank King, and Hardin W. (Corky) King. Ray and Corky became ordained Presbyterian ministers and Frank a coach and school teacher. After the death of his first wife, May, on June 9, 1970, he married Mildred Snider, a Presbyterian outpost worker, who helped organize Fairmont Presbyterian Church and who preceded him in death September 5, 1991. He has a stepdaughter, Florence Via, of Roanoke, Virginia, thirteen grandchildren and fifteen great-grandchildren.

A 1933 graduate of Hampden-Sydney College and of Union Theological Seminary of Virginia in 1938, he became the first full-time pastor of Second Presbyterian Church, Lexington, N.C. He was ordained by a commission of Winston-Salem Presbytery August 7, 1938, and ably served Second Church for fourteen years until 1952.

During this time the sanctuary was completed in 1941 and the church basement in 1942. In 1943 the church became self-supporting. Fairmont Presbyterian Church, a daughter congregation, was organized July 8, 1947, under his ministry. The manse was built in 1948. The Sunday School enrollment grew to over 400 during his ministry.

He was pastor of Shiloh Presbyterian Church, Burlington, N.C., from 1952 to 1960. During this time the building fund was established, and the men and women's organizations were re-established. "He worked closely with the members on all things. He faithfully visited the people of the church and community. He was an humble man and a good friend, who lived as close to God as any pastor we know," the church reported.

From 1960 to 1965, he was pastor of the Williamston Presbyterian Church of Williamston, S.C. They reported that he did a good job of everything he did. The pine benches were replaced with modern pews. The sanctuary was carpeted and new chandeliers were installed. Antique doors and wrought iron fencing, that he scoured the countryside to find, were put in place. "He had a good sense of history and architecture," they wrote. He made a large eight foot wall-cross to hang from the pulpit area, which is still a constant reminder of his ministry. "He was a good preacher who related the scriptures to life in a very unique way which made the congregation aware of the need to change some of our thinking," they said.

He was so loved by all "that the church tried to persuade him not to leave even to the extent of sending a committee to Presbytery to try to get support to dissuade him."

He returned to Lexington in 1965 to become pastor of Fairmont Presbyterian Church, which he helped organize and served as supply pastor, while at Second Presbyterian Church. He was literally the builder of Fairmont even to the point of sawing boards and driving nails. Under his ministry an organ was purchased; new light fixtures installed; the manse, kitchen, and fellowship hall were remodeled; and about one-half of the present congregation was added. The church library is named in his memory. He retired from the ministry at Fairmont, Easter Sunday, March 31, 1970.

He moved to Lynchburg, Virginia, and finally into the Westminster-Canterbury Home of Lynchburg. He died Sunday, September 18, 1994, at Drinkard Health Care Center, a part of Westminster-Canterbury Home.

While living in Lexington he was a member of the Lexington City Board of Education, the Lions Club, the Davidson County Library Board, and served as chaplain of the American Children's Home.

Hardin King was a handsome man, an avid golfer, who also enjoyed gardening, and a gifted minister. One church member said: "He looked like an angel standing in the pulpit." Another said that he was a faithful minister and a good pastor. Still another said: "He spoke with great dignity. We are all better because he passed our way."

"Well done good and faithful servant." - Matthew 25:21

Written and read by The Reverend Bill Sosebee

REPORT OF PRESBYTERY COUNCIL

Murray White, Moderator

Your Council has met twice since the last stated Meeting of Salem Presbytery.

ACTIONS REPORTED BY COUNCIL:

1. Council approved a $300 grant from Women's Ministry budget and $500 from Peacemaking Committee's Peacemaking Offering funds for helping The Reverend Jean Rodenbough to attend the travel/study

seminar on the Fourth World Conference on Women in Beijing, China. She will be asked to share her learning/observations with the Councl and the Presbytery. Jean will also be available for similar presentations in local congregations.

2. Council approved three 1995 Council meetings to be held in small churches in the Presbytery with this process to be reviewed as to its effectiveness at the conclusion of 1995.

3. Council approved a Town Meeting proposal for 1995 to be led by the Goals and Evaluation Committee. These meetings will be held on April 2 and May 21 from 3:00 p.m. to 5:00 p.m. at churches to be announced.

4. Council approved Sam McGregor as Moderator of the Nominating Committee.

5. Council approved Salem Presbytery and Council related dates for 1995:

February 4	Presbytery Meeting (High Point First)
February 9	Council Meeting
February 20	Sampler Deadline
February 28	Sampler Mailing
March 9	Council Meeting
March 20	Sampler Deadline
March 27	Report Deadline for April Presbytery Packet
March 31	Sampler Mailing
April 4	Council Meeting (Program Hearing)
April 10	Packet Mailing
April 25	Presbytery Meeting (Alamance, Greensboro)
May 16	Council Meeting (Budget Adoption)
May 20	Sampler Deadline
May 31	Sampler Mailing
June 20	Sampler Deadline
June 22	Council Meeting
June 30	Report Deadline for July Presbytery Packet
June 30	Sampler Mailing
July 13	Packet Mailing
July 28-29	Presbytery Meeting
August 20	Sampler Deadline
August 31	Sampler Mailing
September 7	Council Meeting
September 20	Sampler Deadline
September 25	Report Deadline for October Presbytery Packet
September 29	Sampler Mailing
October 5	Packet Mailing
October 24	Presbytery Meeting (Glendale Springs)
November 9	Council Meeting
November 20	Sampler Deadline
November 30	Sampler Mailing

Presbyterian Women dates for 1995:

March 25	Co-ordinating Team
April 22	PW Spring Gathering
August 4-6	Spiritual Enrichment Retreat
September 23	PW Fall Gathering

6. Council has completed the necessary papers for the transferring of the Southminster property to the Prodigals Community, Inc., as previously authorized by Presbytery.

7. Council has completed the sale of the former Freedom manse. All proceeds received thus far have been applied toward our indebtedness on this property.

8. Council approved the Minutes of the October 25, 1994, meeting of Salem Presbytery.

9. At the request of the Stated Clerk, a Bills and Overtures Committee will be recruited for the purpose of answering an overture from the St. Paul Church (Greensboro) concerning the "Re-ImaginingConference" and to prepare a presentation of the Amendments to the Constitution proposed by the last meeting of the General Assembly.

10. Council approved a request from Presbyterian Women to celebrate Communion at the Spiritual Enrichment Retreat August 4-6.

11. Council approved a request from the Pine Hall Church to raise funds for the medical care of a child of that church. An announcement may be made on the floor of Presbytery and information may be included in the next edition of the "Salem Sampler".

COUNCIL CONCURS WITH THE FOLLOWING REQUESTS:

1. Council concurs with the Goals and Evaluations Committee's request to allow the following structures to become dormant - not seeking to fill current vacancies (including Moderators) and to seek to reassign those presently serving:

   Criminal Justice Committee
   Communications Committee
   Professional Development Committee
   Resource Center Committee

   Alternate ways of accomplishing these tasks are being developed by Council and Presbytery Staff.

2. Council concurs with a request from High Point First Presbyterian Church for an endorsement of Project Emmaus, a program of the urban Ministry. This endorsement was needed in order for the program to be considered by the Women's Ministry Unit for their Presbyterian Women's Thank Offering Fund.

INFORMATION FROM COUNCIL:

1. Social Justice Committee was asked to recommend an already available study guide of the issues surroundong homosexuality or suggest resources from which a study process could be designed for use by local churches at their own initiative. This comes from the "plan" called for by the 1993 General Assembly in Orlando, Florida.

2. Council is continuing to develop a report concerning the purpose and format of Presbytery meeting to be presented at a later meeting of Presbytery.

3. Council recognized the emergency nature of the Synod of the Mid-Atlantic's request for a special offering February 19 for Barber Scotia College. Churches will be contacted directly by the Synod.

4. The "Town Crier", an informational sheet which will list dates, places, and times of upcoming events, will be included in the Packet.

5. The 1995 Executive Committee will be Murray White, Council Moderator; Esther Preston, Council Secretary; Margaret Marks, Presbytery Moderator; and George Hunter, Member at Large.

6. The possibility of having a Pictorial Directory is being studied.

7. Two Council members will be attending the National Presbyterian Leadership Conference February 16-18.

ACTION:

1. Presbytery granted permission to Camp Grier to raise up to $9,000 in Salem Presbytery for the purpose of enlarging the Camp Grier Dining Hall. A letter may be sent to pastors and sessions asking for contributions from their churches for this purpose.

BUDGET AND FINANCE COMMITTEE

Jud Milam, Moderator

The report of the Budget and Finance Committee was included in the Packet and is admitted to record here.

1994 Financial Update: Salem Presbytery's Benevolence Budget anticipated receipts of $1,825,000 in 1994. Actual receipts totaled $1,774,778. The Presbytery received $1,087,232 from benevolence and program receipts (general operating and mission), and expended $1,001,912 (see Appendix E, pp. 38-50). Excess receipts over expenditures total $78,881. From this excess, $12,773 will be forwarded to the General Assembly and $8,532 to the Synod fo the Mid-Atlantic to honor the 1994 commitments to these governing bodies; this complies with a previous action of the Presbytery stating that:

> "All year-end unused budgeted benevolence available for Presbytery's use shall be spent in the following manner: First, commitments to General Assembly and Synod shall be fulfilled. Second, any unused funds in excess of our commitments to General Assembly and Synod shall be used at the discretion of the Presbytery upon recommendation of the Presbytery Council in consultation with the Budget and Finance Committee."

RECOGNITION OF EDYE WILLIAMSON

Hewon Han

Hewon Han presented the Certification as Director of Christian Education to Edye Williamson, who serves in the North Wilkesboro Presbyterian Church.

INTERNATIONAL MISSIONS

Christie Leininger, Moderator

Christie Leininger presented the Annual International Missions Church of the Year Award to the Pine Hall Presbyterian Church and the Cooleemee Presbyterian Church. The Reverend Robert L. Robert and Ms. Christie Leininger received the International Missions Person of the Year Award in recognition of their participation in international missions. John Handley presented the award to Christie Leininger.

REPORT OF BILLS AND OVERTURES COMMITTEE

Angus McGregor presented the report of the Bills and Overtures Committee.

Regarding the Proposed Amendments fo the Constitution:

ACTION:

2. Salem Presbytery voted on the Proposed Amendments to the Constitution of the Presbyterian Church (U.S.A.) as follows:

A.1. Against
A.2. For
A.3. For
B. For
C. For
D. Against
E. For

Regarding an Overture from St. Paul Presbyterian Church (Greensboro) (Appendix F, pp. 51-52):

ACTION:

3. Salem Presbytery answered the Overture from the St. Paul Presbyterian Church (Greensboro) by referring to previous actions taken by Salem Presbytery at its Twenty-Second Stated Meeting, April 26, 1994, pp. 72, 116-118.

SERVICE OF HONORABLE RETIREMENT

After approving his Honorable Retirement effective January 31, 1995, Presbytery joined in a service of Honorable Retirement for The Reverend William S. Metzel led by The Reverend Michael Warren. Jesse Bledsoe spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Metzel a framed Certificate of Retirement on behalf of Salem Presbytery.

LUNCH

Presbytery was adjourned with prayer at 12:35 for lunch.

AFTERNOON SESSION

The Moderator reconvened Presbytery at 1:25 p.m. and Harvey Walker led the prayers of intercession and the dedication of the 2¢-A-Meal/Pennies Offering.

IN MEMORY OF
J. BENJAMIN KIRKLAND, JR.

A Tribute to Ben Kirkland (1942-1995) who was too briefly amongst us.

He was the funniest among us. He was easily sincere because it was real.

He was the better athlete, the looked-up-to, warm classmate who was in seminary with us. He was a magnet for people between classes and at meal times. He played seminary athletics with the same zeal as he did in high school and helped his teammates hobble to the sidelines. Not a great scholar as I recall. He struggled with the rest of us...but, wise. Very wise. Somehow Ben got a grip on what it was we were at the seminary for and became a pastor to classmates before he got his diploma.

We never really said goodbye to Ben because we knew we would be hearing lots more about him. He would be a leader in our church. He would be known, respected and loved in all the communities in which he would serve. Sure enough, that's how he started out until trespassing cells nested in his brain and started robbing this man of coordination, memory and mental acuity. The humor stayed put. I don't know how. Every time I ever visited with Ben his warm humor was intact even though his faculties were deteriorating because of the tumor.

His church members called him a friend. They say he was warm, compassionate, that he visited in the homes of folks, tender, good to his mother who finally had to return the gift as one of his caregivers when he became an invalid. He was known as a lover of animals and little kids even though he leaves none of his own. What a list! They are the heartfelt comments of friends and church members who knew him.

Ben pastored well among us, lived big among us, he taught by just being himself and showed the rest of us how to serve the One he served well.

A Muse from Second Creek　　　Read by The Reverend W. Russell Ward, Jr.

PREPARATION FOR MINISTRY COMMITTEE
Frank Allen, Moderator

ACTION:

4. Upon recommendation of the Committee On Preparation For Ministry, Salem Presbytery enrolled Michael Richard Underwood as a Candidate for Ministry, under the provisions set forth in G-14.0305d.

ACTION:

5. Ron Nelson was released from covenant relationship with Salem Presbytery to accept a call to the Sharon Presbyterian Church in Charlotte Presbytery.

EXAMINATIONS COMMITTEE

David Kivett, Moderator

Presbytery proceeded with the examination of William J. Cowfer and David H. Sutton. They have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF DAVID H. SUTTON

ACTION:

6. Presbytery approved the committee and floor examination of David H. Sutton in accordance with Book of Order G-11.0402.

   a. The Reverend David H. Sutton was received into Salem Presbytery from West Virginia Presbytery so that he may accept the call of the Guilford Park Presbyterian Church in Greensboro, effective January 1, 1995.

   b. His credo which follows was approved:

I trust in God, whom I know as Creator and Redeemer of the universe, and of my life.

My experience of God, congruent with the witness of scriptures and the church, is as one God, yet in three persons: the God whom Jesus called Father, Christ Jesus the Son, and Holy Spirit. My relationship with God evokes wonder and awe in me at the mystery, majesty, and mercy of God.

My earliest faith grew out of a sense of God in the created world, out of the stories of the Bible I heard in the church, and out of the goodness I experienced in the church. Maturing in years and experience has shown me the reality of sin in people and principalities and powers, including the church. It also convinces me how crucial is the person and work of Jesus Christ, how important is the formative (and reformative!) role of the scriptures in the church, and how crucial it is that we learn to live based on the forgiving, transforming grace of God.

I trust in Jesus Christ, who is sovereign over all and savior. In Christ Jesus God is among us, reconciling us to God, redeeming creation, rescuing us from the folly of sin and the tragedy of death. In the life and teachings, and the death and resurrection, and sovereignty of Jesus Christ, God has accomplished our salvation and gives us reason to live, serve, rejoice, and hope.

I trust in the Holy Spirit as Lord and giver of life. The wind and breath at creation, the Spirit of God moving in Israel, the source of our being born from above in Christ, the power shaping the church at Pentecost, and the life and faith of the church, and individuals, today are from God's Spirit.

I believe the scriptures of the Old and New Testaments as God's word. By the inspiration of the Holy Spirit God's good word has been and is spoken, remembered, written, read, heard, understood, responded to in faith, and passed on from generation to generation. The scriptures give witness to Jesus Christ as the fulfillment of God's graceful dealings with God's people Israel and the church. Jesus Christ is Living Word, giving authority to the word we receive in scripture.

I believe the church, the body of Christ in the world. The church is formed by the Spirit to live in Christ's truth and grace, and commissioned by Christ to tell His truth and grace to the world. In and through the church believers are called to live and serve after the manner of Jesus Christ. We are called to use gifts the Spirit gives us for ministry, to love one another and build up the church.

I believe and pray for the coming of God's Kingdom. The sovereign reign of God proclaimed and shown by Jesus gives impetus for the mission of the church in the world. Yet it is God alone who will finally bring that reign in its fullness. So we pray and work for God's reign: but no matter what obstacles God's reign may face, we continue to hope as well.

My hope for the future rests on God's power that delivered Hebrew slaves from bondage, and raised Jesus from the grave. The creation, the world, the church, my life and the lives of those I love I entrust to God. By grace we are able to look forward with confidence to the reign of God in Christ in righteousness and peace.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Sutton and the Guilford Park Presbyterian Church in Greensboro, North Carolina, effective January 1, 1995; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0501.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$33,249.00
Housing Allowance	14,000.00
Utilities Allowance	3,000.00
Automobile Allowance	2,500.00
Study Allowance	750.00
Benefits Plan	Provided
Moving Costs	Provided
Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to install him as Pastor of Guilford Park Presbyterian Church on February 19, 1995, at 11:00 a.m. at Guilford Park Presbyterian Church in Greensboro, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Bob Herron	Preside & Propound the Constitutional Questions	Minister
Stewart Ellis	Preach the Sermon	Minister
Stewart Ellis	Charge the Minister	Minister
Melanie Rodenbough	Charge the Cong.	Elder
Joann Hull	Prayer of Installation	Minister
Robert Rush	Lead in Worship	Elder

e. Mr. Sutton was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

ACTION:

7. Presbytery approved the committee and floor examination of William J. Cowfer in accordance with Book of Order G-11.0402.

   a. The Reverend William J. Cowfer was received into Salem Presbytery from Coastal Carolina Presbytery as a member in good standing, and his work at Barium Springs Home for Children as Associate for Finaicial Resources was declared a validated ministry.

   b. His credo which follows was approved:

My faith and theological perspectives are based upon my understanding of both the Old and New Testaments as the Divinely inspired Word of God. The acceptance of both Old and New Testaments as the uniquely authoritative Word of God is essential to one's understanding of the nature and relationship of God and humankind. At least three precepts arise from this acceptance and interpretation of Holy Scripture:

- **Human Sin;** It is clear that all are sinners and that by confession and acceptance of God's grace, freely given, all may experience forgiveness.

- **Sovereignty of God;** God is the source and power of all creation as stated in the prologue of the Gospel of John 1:1-4.

- **Covenant;** Both Old and New Testaments describe the covenantal nature of God who has ordained that people be in covenant community. Jesus declared the New Covenant at the Last Supper with His disciples. St. Paul described this fellowship of the New Covenant as the Church, the Body of Christ.

God's divine nature and redemptive love have been revealed to us throughout human history. This redemptive love of God was uniquely manifested in the life of Jesus Christ. The resurrection of Jesus the Christ and the presence of the Holy Spirit empower the people of God to be the Church of Jesus Christ.

In the sacrament of Holy Baptism believers witness to their forgiveness of sin, their dying with Christ and their new life shared in His resurrection. Baptism then becomes an experience of covenantal union with Christ. It is a public witness to our being joined with the Body of Christ in the Family of Faith. When infants of baptized believers are baptized; the congregation, as well as the parents, covenant to teach and nurture these children so that they may experience and witness that the risen Lord is Lord of their lives.

The Church gathers in worship as the Family of Faith, people of the resurrection. We gather to preach, hear the word of God, to baptize and to celebrate the Lord's Supper. In this corporate body the people of God pray, share the support of Christian fellowship, study and witness to God's redemptive love through ministries of service and reconciliation.

Central to Presbyterian polity is the insistence upon consultation and coordination among all governing bodies of the church structure. The interdependent nature of the Presbyterian Church (USA) demonstrates that all four levels of governing bodies of the church are units of mission. Each of these governing bodies resources and enhances the work of all others. Among all four I view the session as the primary unit of mission.

In matters of faith and doctrine I am disciplined by my understanding of Holy Scripture and the Book of Confessions. In governance and administration, I am directed and bound by Holy Scripture and the Book of Order of the Presbyterian Church (USA) along with actions of the General Assembly, the synod and the presbytery of my membership. These together shall determine my understanding for direction for ministry, administration and mission.

c. Mr. Cowfer was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY

Ann Jahnes/Jim Rissmiller, Co-Moderators

Ministers Moving Within the Presbytery

ACTION:

8. The call of Madison Presbyterian Church in Madison, North Carolina, to The Reverend Molly Morgan to serve as Pastor was found in order and the terms of her call (printed below) were approved; and the call was placed in her hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is February 1, 1995.

Salary	$ 22,295.00
Housing Allowance	10,000.00
Automobile Reimbursement	3,000.00
Benefits Plan	8,400.00
Vacation	Four weeks
Study Leave	Two weeks
Continuing Education	1,000

The following Administrative Commission was approved to install her as Pastor of Madison Presbyterian Church on March 12, 1995, at 3:00 p.m. at Madison Presbyterian Church in Madison, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Ann Jahnes	Preside & Propound the Constitutional Questions	Minister
John Dowdle	Questions to Congregation	Elder
Z. Holler	Preach the Sermon	Minister
Stewart Ellis	Charge the Minister	Minister
Phyllis Kort	Charge the Congregation	Minister
Thomas Ross	Lead in Worship	Elder
Caroline Vanstory	Lead in Worship	Elder
Lois Brake	Prayer of Installation	Elder

RECOMMENDATION:

9. The Reverend Robert E. Osman was granted permission to serve as Parish Associate of the Westminster Presbyterian Church, Greensboro, North Carolina, in accordance with G-14.0515. The effective date is November 21, 1994.

Dissolution Of Pastoral Relationships

ACTIONS:

10. The pastoral relationship between The Reverend William S. Metzel and the Collinstown/Francisco Presbyterian Church, Westfield, North Carolina, was dissolved effective January 31, 1995.

11. The relationship between The Reverend Tom Lane and the Campus Ministry Board of UNC-G, Greensboro, North Carolina, was dissolved effective December 31, 1994.

12. The pastoral relationship between The Reverend Robert L. Yoder and the Bethesda Presbyterian Church, Statesville, North Carolina, was dissolved effective March 1, 1995.

Request To Labor Outside the Bounds of Salem Presbytery

ACTION:

13. The Reverend Leighton Culler was granted permission to labor outside the bounds of Salem Presbytery to serve as an Interim Pastor at Christiansburg Presbyterian Church, Presbytery of the Peaks, for a period of one year, effective January 1, 1995.

Request To Labor Inside the Bounds of Salem Presbytery

ACTIONS:

14. The Reverend Virginia Ann Cowfer, a member of Cherokee Presbytery, was granted permission to labor inside the bounds of Salem Presbytery for a period of one year beginning November 17, 1994.

15. The Reverend Joan LaFollette, a member of Susquehanna Valley Presbytery, was granted permission to labor inside the bounds of Salem Presbytery.

Interim Pastor Relationships

ACTIONS:

16. The Reverend Joan LaFollette, was granted permission to serve as Interim Associate Pastor at the Graham Presbyterian Church, Graham, North Carolina, for a one-year period from January 1, 1995, to December 31, 1995.

17. The Interim Pastor relationship between The Reverend Morton Kurtz and the Greenwood Presbyterian Church was renewed from November 1, 1994, to October 31, 1995.

Appointment of Moderator of Sessions

ACTIONS:

18. The Reverend Leland Richardson was appointed as Moderator of the Session at the Mocksville, Second Presbyterian Church, Mocksville, North Carolina.

19. The Reverend James Henderson was appointed as Moderator of the Session at Mt. Vernon Presbyterian Church, Woodleaf, North Carolina.

20. The Reverend George Hunter was appointed as Moderator of the Session at Cameron Presbyterian Church, Statesville, North Carolina.

21. The Reverend Marie Reed was appointed as Moderator of the Session at Pleasant Grove Presbyterian Church, Yanceyville, North Carolina.

22. The Reverend Rick Wurst was appointed as Moderator of the Session at Griers Presbyterian Church, Leasburg, North Carolina.

Ministers Transferring to Another Presbytery

ACTIONS:

23. The Reverend William Johnston was granted permission to transfer from Salem Presbytery to Baltimore Presbytery effective December 15, 1994.

24. The Reverend Jim Shields was granted permission to transfer from Salem Presbytery to the Presbytery of Glacier, at their request, effective November 17, 1994.

25. The Reverend Robert L. Yoder was granted permission to transfer from Salem Presbytery to Coastal Carolina Presbytery to accept the call to the Bluff Presbyterian Church effective March 1, 1995.

Validation of Ministry

ACTION:

26. The Reverend Frank Dew's position as Chaplain at Greensboro Urban Ministry was declared a validated ministry in accordance with the Book of Order (G-11.00403), and he was granted permission to labor in this validated ministry beyond the jurisdiction of the church (G-14.0411) for a period of one year, effective November 1, 1994.

Request for Retirement

ACTION:

27. The Reverend William S. Metzel was granted the status of Honorably Retired, effective January 31, 1995.

Renewal of Stated Supply Relationship

ACTION:

28. The Stated Supply relationship between The Reverend James Mitcham and the Shady Side Presbyterian Church, Lexington, North Carolina, was renewed from September 1, 1994, through February 28, 1995.

Report of Ministers

ACTION:

29. The list of ministers and positions provided for Presbytery was approved as the record of Salem Presbytery (Appendix G, pp. 53-61).

Changes in Terms of Call

ACTION:

30. The Changes in Terms of Call for 1995 were approved (Appendix H, pp. 62-69).

IN MEMORY OF
JOHN ROBERT MCALPINE, III
1916 - 1994

Jack, as he was known, was born March 26, 1916, in Hartsville, S.C. After completing schooling at Presbyterian College (S.C.) in 1937, Union Seminary in Virginia in 1940, and a Master of Theology degree at Princeton Seminary in 1942, he was ordained by Pee Dee Presbytery July 5, 1942. He served from 1942-45 as a chaplain in the U.S. Navy. During his tour of duty, he married Annie Lea Hope of Darlington, S.C. They had two sons: John Robert, IV, and Russell Hope. Jack served Lexington, N.C. First Church, 1945-57; Steele Creek Church, Charlotte, 1957-71; and Henderson, N.C. First Church, 1971-81. He was honorably retired by Orange Presbytery, March 31, 1981. He lived on Lake Norman during his retirement until his death, September 8, 1994. It was at Steele Creek Church that Jack met Price Gwynn, a member of that Session. They became close friends. Price Gwynn went on to become Moderator of the General Assembly and eulogized his friend at the funeral held at Unity Church, Denver, N.C. His tribute to Jack McAlpine follows:

"Jack McAlpine was more than a friend. You see, I loved him--loved him first, I think, as a response to his compelling commitment. He was called to preach, trained to preach, good at it. But he never got over a terrible nervousness before getting into the pulpit. Once there, the Lord sustained him, provided what he needed; but until that moment arrived, he agonized. Prayer, counseling, even medication failed to help. Most Sunday mornings before the worship hour, Jack got so tense that he had to vomit, sometimes more than once. The Session soon learned about his problem, and we assigned him a bathroom nobody else was allowed to use. Here was a man obedient to a call, but tormented by it. I don't know of a call that doesn't cost something. There's a sermon here somewhere. I can't preach it, but Jack did. Did it through a life of service and commitment to Christ. Can you imagine his consternation one day when a new member of the Session suggested that we go to two services on Sunday. Jack would have been a basket case.

Another thing I loved in Jack was his marvelous capacity for joy. He saw life as a journey to be celebrated, and it's hard to sustain that conclusion unless you're a Christian. As Chairman of the Pulpit Nominating Committee that brought him to Steele Creek, I had more than a casual interest in his ministry. In spite of a relaxed demeanor and easy smile, Jack was wound pretty tight inside; and early on we convinced him that he needed some activity that would get him away from the church and take his mind off the church's agenda. After some reluctance, he chose golf. It was a fortuitous selection. Not because he had talent for it. Jack could walk and chew gum at the same time, but that was somewhere near the limit of his athletic prowess. Golf was good for him. He worked at it, enjoyed playing on Mondays with his preacher cronies, Bob Rayburn and Russell Carr, and the day finally came when he broke 100--shot a 99--what golfers call a career best. That night he called me at home in great excitement to relate his triumph. We relived the round hole by hole, and I gloried with him in the accomplishment. But the real surprise came on Sunday. The first hymn was #99. The Old Testament Scripture was from the 99th Psalm, and the second hymn was #299. The New Testament lesson was from the 15th Chapter of Luke. Jack read the story of the lost sheep, and I wondered what he was going to do with that. But he didn't preach about the lost sheep. He preached about the 99 who didn't get lost, who stayed in the fold, who tried to follow the shepherd's instructions. It was a message of singular power. Here was a man who knew there was plenty of pain and hurt and tragedy in the world; but who also knew that each of us has small victories, personal achievements, if only others will notice. He had the unique capacity for recognizing and maximizing those contributions whether they occurred in his life or yours. He made them the cause of special celebration, and that capacity for joy I dearly loved in him.

Finally, I'm sure all of us treasured his sense of humor--never far from the surface, always available to lighten a load, deflect anger, or ease frustration. I went to the hospital. . .to visit him. He was wan and pale. His time was short and he knew it. The end was near. He was ready. We talked and prayed about it. The ashen pallor of death was on his cheeks, but it didn't cloud his eyes. When it came time for me to go, somehow I didn't want to leave; so to keep the visit alive I said, 'Jack I've been invited to preach at the Myers Park Baptist Church on Sunday.' And quick as a flash he said, 'Price, you better have an understanding about the honorarium. Those Baptist are notoriously tight when it comes to parting with a dollar.' Thinking to get the final word in one time, I carried on the spoof by saying, 'Jack, I've got the arrangement. We've agreed to split the collection.' 'Split the collection,' he snorted. 'Don't you know in Baptist theology they get everything that folds, and you get the lose change?' We laughed together--he through pain, me through tears.

Of all the people whose lives have touched or intersected mine over 72 active years, there are only a dozen or so that I really look forward to fellowshipping with in heaven. Jack McAlpine is one of my twelve. It's time to say goodbye, Jack, for now."

Read by The Reverend Jeffrey D. Smith

EVANGELISM COMMITTEE

Ron Bowie, Moderator

John Handley presented, on behalf of the Evangelism Committee, a certificate indicating the signing of the Commitment to Evangelism to the First Presbyterian Church in Greensboro.

SMALL CHURCH SUPPORT COMMITTEE

William Hayes, Moderator

The Small Church Support Committee continues to work in the name of Salem Presbytery to provide necessary support to our smaller churches. One means of that support comes in the form of Salary Support for ministers in some of our smaller churches. The following grants for Salary Support have been approved by the Committee for 1995:

Allen Temple	$ 3,500	
Beulah	5,000	
Calvary, Statesville	7,000	
Cooleemee	5,000	
Danbury	10,450	
Dogwood Acres	6,000	
Gulf	1,782	
Hills	4,940	
Immanuel	7,000	
Lansing	1,000	(plus $10,000 from Bicentennial Fund)
Laurel Fork	1,376	
Mocksville, Second	3,000	
Old Town	5,000	
St. Paul, High Point	6,000	
Shady Side	4,500	
Trinity, Elon College	5,000	
Wilkesboro Chapel	1,440	
Yadkin United	3,600	
Yadkinville	8,604	
TOTAL GRANTS APPROVED	$90,192	

This will leave approximately $23,000 in CONTINGENCY for needs which will arise during 1995 as churches without ministers at the present time issue calls to ministers.

ACTION:

31. Presbytery approved the report of the Committee and the grants as recommended by the Committee.

REPORT OF SYNOD COMMISSIONERS

The Reverend Judson Milam reported on the adjourned meeting of the Synod of the Mid-Atlantic which met January 27-28, 1995, in Richnond, Virginia.

CHILDREN'S MINISTRY COMMITTEE

Donna Chase/Edye Williamson, Co-Moderators

Donna Chase, Edye Williamson, and Avys Massey shared information regarding the Children's Minsitry Workshop being held on February 18, 1995, at the Parkway Presbyterian Church from 8:30 a.m. - 12:15 p.m.

WORSHIP AND MUSIC COMMITTEE

Julia Richmond, Moderator

Whaley Batson reminded those present of the workshop being sponsored by the Worship and Music Committee, Building Inclusive Community through Worship, being held on February 25, 1995, from 9:00 a.m. til 1:00 p.m. at the Shallowford Presbyterian Church.

ECUMENICAL RELATIONS COMMITTEE

Lois Brake, Moderator

Lois Brake presented the report for the committee commenting on some things in which the Committee has been involved and is planning for the future.

NOMINATING COMMITTEE

Sam McGregor, Moderator

ACTION:

32. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

Church in the World Division Moderator
Barbara Clawson (New Creation) — replaces Ginny Couch

Congregational Life Division Moderator
Ed Powers (Church of the Covenant) — replaces Rev. Pat Stewart

Adult Ministry Committee
Class of '97
Barbara Hochuli (Asheboro First) — replaces Ed Powers

Camp New Hope/Presbyterian Point Committee
Class of '95
Gregory Scott (Mebane) — replaces Rev. Bob Bryant
Class of '97
Rev. Bob Button (Pine Hall/Sandy Ridge) — replaces John Johnson

Children's Ministry Committee

Class of '97	
Rev. Lisa Nelson (Prospect)	replaces Paige Tolar

Educational Ministries Committee Moderator

Fred Ward (Parkway)	replaces Rev. Curtis Patterson

Evangelism

Class of '95	
Ms. Vada Tatum (Calvary)	replaces Gwendolyn Wallace
Mr. Fred Tatum (Calvary)	replaces Anne Smith
Class of '96	
Rev. Lisa Nelson (Prospect)	replaces Sallie Miller

Goals and Evaluations Committee

Class of '96	
Muriel Ward (Alamance)	replaces Melissa Smith

Hunger Committee

Class of '96	
Regi Blackburn (Greensboro First)	replaces Rev. Bob Henderson

International Missions Committee

Class of '96	
Rev. Steve Wilkins (Third Creek)	replaces Moe Harper
Class of '97	
Rev. Nathan Byrd (St. James)	replaces Ruth Metzel

Ministry Committee

Class of '96	
Cora Massey (St. Paul-High Point)	replaces Rev. Ivan Lowery
Class of '97	
Tom Vinson (Yadkin United)	

(Asking Presbytery to make an exception to allow his serving a third term)

Permanent Judicial Commission Moderator

Rev. Bob Matthews (Fieldstone)	replaces Rev. Pat Stewart
Class of 2000	
Ginger Booker (Greensboro First)	replaces Rev. Pat Stewart

Representation Committee

Class of '97	
Rev. Michael Poulos (Greensboro First)	replaces Martha Smith

Small Church Committee

Class of '95	
Sandra Tillman (St. Paul-High Point)	replaces Rev. Bill Metzel

Social Justice Committee

Class of '95	
Rev. Bill Stephens (Trinity-Elon College)	replaces Roy Carruth

Spiritual Formation and Enrichment Committee Co-Moderators
Rev. Frank Dew (New Creation)
Althea Bradford (St. James)

ACTION:

33. Salem Presbytery elected Neel Fleming (Hawfields) Moderator-elect.

ACTION:

34. The following changes were made in 1995 General Assembly Commissioners and Alternates: Minister Commissioner Lucius Gray is unable to attend in '95. He was replaced with Minister Commissioner Russ Ward (Asheboro First).

1995 Minister Alternates:

Rev. Linda Blessing	Pine Ridge/Hills
Rev. James Dickens	Logan
Rev. John Milholland	Fifth Creek/Old Providence
Rev. David Partington	Shallowford

1995 Elder Alternates:

Bettie Jane Mauney	Lexington Second
Annie P. McCrae	Dellabrook
Jim Price	Winston-Salem First
June Woodall	Prospect

Youth Advisory Deligate Alternate:

Ben Gentry	Speedwell

ACTION:

35. Presbytery elected the following person to serve on a Synod Committee:

Committee on Representation:

Ms. Debbie Coles (Beulah)

ACTION:

36. Presbytery nominated the following persons for consideration to serve on Synod’s Council:

Rev. J. Herbert Nelson (St. James)
Mr. Fred Ward (Parkway)
Mr. Fred Tatum (Calvary)

REMAINING VACANCIES:

Adult Ministry Committee
Class of ’97______________________________replace Wendy Yoder

Camp New Hope/Presbyterian Point Committee
Moderator______________________________replace Rev. Bob Bryant

Educational Ministry Committee
Class of ’96______________________________replace Nancy Gilbert

Hunger Committee
Class of ’96______________________________replace Jane Murden
Class of ’97______________________________replace Barbara Clawson

Preparation for Ministry Committee
Class of ’97______________________________replace Carol Carpenter

Racial Ethnic Committee
Moderator______________________________replace Rev. Sam Stevenson

Representation Committee
Class of ’97______________________________replace B. Buie

Youth Ministry Committee
Class of ’96______________________________replace Rev. Michael Poulos
Class of ’97______________________________

REPORT OF THE STATED CLERK

Elder-Minister Balance at Presbytery Meetings

As required by the Book of Order G-11.0101b., I report that we have 229 ministers who are resident members of Salem Presbytery and 185 potential elder commissioners from our 155 congregations.

Therefore, there is an imbalance of 44 more ministers than elders.

Following the plan adopted in 1989 (April 6 meeting), the following action will redress that imbalance.

ACTION:

37. Presbytery invited each of the 21 racial ethnic congregations to send one additional elder commissioner above that number authorized by the Book of Order and the remaining 23 elder commissioners were invited from the following churches (the April 1989 Meeting approved that these additional commissioners be determined alphabetically [by town]) beginning with the April 1995 meeting and continuing through the First Stated Meeting of 1996:

High Point First
St. Paul (High Point)
Jamestown
Ebenezer
Kernersville First
Lansing
Laurel Fork
Peak Creek
Griers
Shallowford
Fairmont
Lexington First
Lexington Second
Shady Side
Love Valley
Madison
Bethel
Cross Roads
Hawfields
Mebane
Yadkin United
Milton
Mocksville First

Administrative Commissions

The Minutes of the following Administrative Commissions have been received:

ACTION:

38. The Minutes of the Administrative Commission to organize the Oak Ridge Presbyterian Church were admitted to the record with praise and thanksgiving to our gracious God. (Appendix I, p. 70.)

The following persons have served on the Administrative Commission for the Madison Church:
The Reverend Dale Davidson (Member-at-Large), Moderator; The Reverend Z. N. Holler (Presbyterian Church of the Covenant), Clerk; Elder Lois Brake (Grace); Elder Coy Stack (Eden First); The Reverend Mary Boyd Click (El Bethel); Elder Fred Cundiff (Saint James); and The Reverend Jonathan Barker (Member-at-Large).

ACTION:

39. The Minutes of the Administrative Commission for the Madison Church (established in 1992) were admitted to the record (Appendix J, pp. 71-123), and the Commission was dissolved with our deep appreciation to each of them, to the officers and congregation of the church, to Molly Morgan and Angus McGregor who served the church in temporary pastoral relationships during the Commission's work, and to Almighty God whose power and grace have been evident as both healing and focusing for mission have taken place.

Approval of Session Records

The following Sessions have acted to correct omissions/errors in their official records presented for review resulting in the "Approval, Pending" designation. Therefore, I move

ACTION:

40. The following corrected Sessional Records were "Approved" for the years noted:

Boone First Church	1992
Statesville First Church	1993
Thomasville First Church	1993

Special Offering for Barber Scotia College

At its meeting in June of 1994, the Synod of the Mid-Atlantic called for an emergency special offering on behalf of Barber Scotia College in Concord, North Carolina. The college has significantly reduced its level of indebtedness through the generosity of many individuals and groups, as well as through careful planning. Barber Scotia College has played a unique and significant role in the education of many of our African-American members and ministers.

ACTION:

41. The churches and individuals in Salem Presbytery were urged to respond generously to this Synod request for a special offering in each of our churches on February 19, 1995.

Waiver of G-14.0201a.

The Book of Order G-14.0201a. calls for limited terms of Elders prohibiting consecutive years of active service to no more than six. G-14.0202a(3) allows a church with limited membership which finds it impossible to provide for rotation of terms to request Presbytery to waive those requirements for no more than three years. Sandy Ridge Church has made such a request.

ACTION:

42. The Sandy Ridge Church (Stokes County) was granted a waiver of the requirements of G-14.0201a for a period of one year while making every effort to return to the regular rotation for 1996. The church is requested to report its efforts to the February 1996 Meeting of Salem Presbytery.

ACTION:

43. Upon the recommendation of the Harmony Presbyterian Church Administrative Commission, Marion Elam and Dorothy W. Conant were designated/elected as the President and the Secretary respectively of the Harmony Presbyterian Church Corporation* and as such officers, they were authorized to execute and deliver a N.C. General Warranty Deed and a Title Insurance Affidavit and Agreement on behalf of the Harmony Presbyterian Church Corporation* as a part of the documentation needed to close the sale by Salem Presbytery (through Salem Presbytery Corporation) of the former Harmony Church manse property in Harmony, N.C. to Mr. and Mrs. Jerry R. Rhyne for a gross property sale price of $53,200.00.

Further, these same two individuals (or any other individuals designated from time to time by the Harmony Presbyterian Church Administrative Commission to act and serve in their stead) were authorized to execute and deliver, as officers and on behalf of the Harmony Presbyterian Church Corporation*, any future deed(s) and other documents which may be necessary or requested as a part of the documentation needed to close the sale or other transfer of any of the other former Harmony Church property which may be approved by the Harmony Church Administrative Commission.

*The formal legal name of which is Harmony Presbyterian Church, Harmony, North Carolina, Presbyterian Church (U.S.A.).

RECOGNITION OF RETIRING MODERATOR

John Handley presented the retiring Moderator, Elder W. Erwin Fuller, Jr. with a certification of appreciation for his service as Moderator of Salem Presbytery in 1994 and 1995.

ELECTION OF NEW MODERATOR

Presbytery elected Elder Margaret Marks of the Calvary Presbyterian Church in Statesville to be Moderator from February 4, 1995, through the February 1996 meeting of Presbytery.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-Fifth Stated Meeting of Salem Presbytery was adjourned with prayer by newly elected Moderator Margaret Marks at 4:15 p.m. The next Stated Meeting will be held on Tuesday, April 25, 1995, at 9:00 a.m. at the Alamance Presbyterian Church in Greensboro, North Carolina.

Attested:

John M. Handley

John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
NECROLOGY 1994

Alamance		
Roy L. Martin	Elder	January 16, 1994
Lawrence S. Hart	Elder	February 18, 1994
Allen Temple		
John F. Carr	Elder	March 22, 1994
Asbury		
Mary Jo Collins	Elder	March 12, 1994
Asheboro First		
W. W. Adams	Elder	July 12, 1994
Bethel		
Avery Hunter	Elder	March 8, 1994
Buffalo		
Harry Rankin Smith	Elder	January 1, 1994
Archie Duncan McGirt	Elder	February 5, 1994
Langester C. Criscoe	Elder	April 3, 1994
Edna Kivett Bell	Elder	October 6, 1994
Burlington First		
Charles Bean	Elder	January 4, 1994
Tom Neal	Elder	March 6, 1994
Centre		
Samuel Favor	Elder	March 2, 1994
Robert Cowan	Elder	October 20, 1994
Concord		
Joseph Lentz	Elder	April, 1994
Covenant		
Leonard Macon	Elder	February 15, 1994
Dellabrook		
Herbert M. Hickerson	Elder	May 23, 1994
Edward Webb		
Leone R. Cannon	Elder	January 7, 1994
El Bethel		
William Douglas Parker	Elder	September 1, 1994
Elkin		
Dr. C. C. Dudley	Elder	May 14, 1994

Faith		
Warren A. Hall	Elder	May 21, 1994
Flat Rock		
Ugo Alfano	Elder	June 6, 1994
Forest Park		
Bettie K. Mundhenke	Deacon	June 6, 1994
Francisco		
R. Arthur Smith	Elder Emeritus	July 21, 1994
Grace		
Hattie Jarrett	Elder	June, 1994
Ella Mae Phelps	Elder	March, 1994
Graham		
George H. Heckman, Sr.	Elder	February 23, 1994
William B. Compton	Elder	October 21, 1994
Greensboro First		
Lee P. Vanstory	Elder	February 20, 1994
Elizabeth W. Whittington	Elder	August 15, 1994
Alton H. Parker	Elder	December 9, 1994
Guilford Park		
Harold Barrier, Sr.	Elder	June 14, 1994
High Point First		
Samuel H. Groce	Elder	November 13, 1994
William Samuel McKinney	Elder	December 2, 1994
John William Herndon	Elder	December 19, 1994
Jamestown		
J. Thomas Futrell	Elder	May 26, 1994
Korean First		
Sung Hee Ryoo	Wife of retired pastor	August 6, 1994
Lloyd		
Edwin L. Patterson	Elder/Clerk of Session	August 27, 1994
Memorial		
Margaret Saul	Elder	March 17, 1994
Walter L. Summers	Elder	May 18, 1994
Mooresville First		
Robert J. Holshouser	Elder	June 13, 1994
Parkway		
Mr. Shirley Collins	Elder	April 16, 1994
Pittsboro		
Lucy C. Walden	Elder	January 6, 1994
Caley M. Goodwin	Elder	April 12, 1994

Pleasant Grove		
Hill Barts	Elder	September 28, 1994
Saint Andrews		
Ron Shaw	Elder	December 30, 1994
Saint James		
Helen Branford	Elder	March 23, 1994
S. C. Smith	Elder	April 22, 1994
Flotilla Watkins	Elder	August 27, 1994
Saint Paul (Greensboro)		
Elwood Shamel	Elder	March 4, 1994
Mildred Thomas	Elder	June 26, 1994
Frank Vanstory	Elder	August 12, 1994
Salisbury First		
Colquitt Clark	Elder	August 19, 1994
Louis Harrison	Elder	December 15, 1994
Sedgefield		
Ralph Davis	Elder	December 31, 1994
Shady Side		
Samuel J. Farrington	Elder	1994
Sparta		
J. Rush Thompson	Elder	April 28, 1994
Starmount		
James William Morrow	Elder	November 7, 1994
Stoneville		
Eddie Ferguson	Elder	November 1, 1994
Stony Creek		
Leslie P. Vaughn	Elder	December 9, 1994
Taylorsville		
Frances F. Cooke	Elder	August 17, 1994
Thyatira		
Theodore Sloan	Elder	October 23, 1994
Trinity (Elon College)		
Robert Ludwig Von Bergen	Elder	April 13, 1994
Marjorie Gross Whitaker	Elder	April 21, 1994
Trinity (Salisbury)		
Louise Pharr	Elder	August 30, 1994
Unity		
Donald K. Watson	Elder	November 13, 1994

Vandalia		
Jones E. Smith	Elder	January 5, 1994
Wentworth		
Jasper T. Robers	Elder Emeritus	July 16, 1994
Westminster (Burlington)		
B. H. Wolfe	Elder	June 28, 1994
Colon P. Roberts	Elder	December 2, 1994
Winston-Salem First		
Alec Christie	Elder	March 19, 1994
Yanceyville		
Elsie H. Cole	Elder	May 20, 1994
Katherine W. Allen	Elder	September 9, 1994

APPENDIX B

SALEM PRESBYTERY
TWENTY-FIFTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
HIGH POINT, NORTH CAROLINA

DOCKET

February 4, 1995

***Denotes Order of the Day**

8:00 a.m.	Registration and Refreshments	
8:45	Hymn-Sing	
***9:00**	**CALL TO ORDER**	
	WORSHIP & COMMUNION Preacher: Elder W. Erwin Fuller, Jr. Necrology of Elders and Ministers who died in 1994	
	ORGANIZATION OF PRESBYTERY Quorum Docket and Omnibus Motion Welcome Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time Greeting from Ecumenical Visitor The Reverend Glenn Busch, Rector St. Mary's Episcopal Church Communications	*Moderator Erwin Fuller*
***10:25**	**THEME PRESENTATION: OUTDOOR MINISTRIES**	*Paul Ransford/Bart Shaw*
	MEMORIAL: The Reverend Hardin A. King	*Bill Sosebee*
	COUNCIL	*Murray White*
	RECOGNITION: DCE Certification of Edye Williamson	*Hewon Han*
	INTERNATIONAL MISSIONS ANNUAL AWARDS	*Christie Leininger*
***11:15**	**BILLS AND OVERTURES REPORT** Recommendations Concerning General Assembly Constitutional Amendments Recommendations Concerning St. Paul Session Overture	*Angus McGregor*
***12:25**	**RETIREMENT SERVICE FOR THE REVEREND WILLIAM S. METZEL**	

*12:35	LUNCH	
	TELLITS: Youth Ministry Committee	
	Stewardship Committee	*Joel Long*
	Peacemaking Committee	*Angus McGregor/Steve McCutchan*
	Stephen Ministries	*Bob Gant*
	Healing Wings	*Kate McGregor*
	Workshop Available	*Tom Lane*
* 1:25	**PRAYERS OF INTERCESSION/DEDICATION OF PENNIES/2¢ OFFERING**	*Harvey Walker*
	MEMORIAL: The Reverend J. Benjamin Kirkland, Jr.	*Paul Ransford/Russ Ward*
	COMMITTEE ON PREPARATION FOR MINISTRY	*Frank Allen*
	EXAMINATIONS COMMITTEE The Reverend David H. Sutton - Guilford Park The Reverend William J. Cowfer - At Large, Barium Springs Home	*David Kivett*
	COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
	MEMORIAL: The Reverend John R. McAlpine, III	
	EVANGELISM COMMITTEE - Award	*Ron Bowie*
	SMALL CHURCH COMMITTEE	*Bill Hayes*
	SYNOD COMMISSIONER REPORT	*Jud Milam*
	CHILDREN'S MINISTRY COMMITTEE	*Edye Williamson/Donna Chase*
	WORSHIP AND MUSIC COMMITTEE	*Whaley Batson/Julia Richmond*
	ECUMENICAL RELATIONS COMMITTEE	*Lois Brake*
	NOMINATING COMMITTEE	*Sam McGregor*
	STATED CLERK REPORT	*John Handley*
	RECOGNITION OF RETIRING MODERATOR Elder W. Erwin Fuller, Jr., Greensboro First	*John Handley*
	ELECTION OF NEW MODERATOR Elder Margaret Marks, Calvary	*Erwin Fuller*
* 3:13	**ADJOURN WITH BENEDICTION**	*Margaret Marks*

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
February 4, 1995

A. Supporting information on minister changes:

1. From other presbyteries
   - William J. Cowfer - Member-at-Large, Barium Springs Home, from Coastal Carolina Presbytery
     - Certificate of Dismissal
   - David H. Sutton - called to Guilford Park Church as Pastor, from Presbytery of West Virginia
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal
2. To other presbyteries
   - James T. Shields to Presbytery of Glacier
   - William S. Johnston to Presbytery of Baltimore
   - Robert R. Childs to Coastal Carolina Presbytery
3. Within presbytery
   - Molly Dotson Morgan - called to Madison Church as Pastor
     - Call Forms
     - Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Murv' L. Gardiner
2. Stewart E. Ellis
3. Laura M. Spangler
4. Daniel C. Wilkers

Reference: Committee on Ministry

C. Supporting Information for the Stated Clerk

1. Minutes of the Commission to Organize the Oak Ridge Presbyterian Church
2. Minutes of the Madison Administrative Commission to be printed in the Presbytery Minutes
3. Correcting/completing of Sessional Records after Annual Review

● Thomasville First Church	1993
● Boone First Church	1992
● Statesville First Church	1993

4. Emergency Offering authorized by Synod on February 19, 1995, for Barber Scotia College
5. Request of Sandy Ridge Church for a waiver of the requirements of G-14.0201a. (regarding terms of office of elders) as allowed in G-14.0202a.(3)

Reference: Stated Clerk

D. Candidate Covenant Agreement

1. Michael Richard Underwood — Reference: Preparation for Ministry and Stated Clerk

E. Concerning the declaration of the Korean Church Jubilee Year — Information

F. RE: Relief Efforts to the Earthquake in Japan (see other side) — Information

APPENDIX D

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF KATHRYN JOHNSON CAMERON AS ASSOCIATE PASTOR OF FIRST CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install Kathryn Johnson Cameron as Associate Pastor of First Presbyterian Church, Greensboro, met at First Presbyterian Church on December 12, 1994, at 11:15. The meeting was called to order by Hewon Han. The prayer was offered by Hewon Han. The following members were present: Ministers Jerry Shetler, David Cameron, Hewon Han; Elders Gloria Cowan, Luella Graves, and Judith G. Herron. Guest Elder Hugh Williams was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 11:15 , the Moderator presiding. Jerry Shetler preached the sermon using as his text John 1:6-9 and 19-23 and his topic, "Crying in the Wilderness." Hewon Han propounded the constitutional questions to the minister and to the congregation. Hewon Han offered the prayer of installation. Kathryn Johnson Cameron was declared duly installed as Associate Pastor of First Presbyterian Church, Greensboro, according to the Constitution of the Presbyterian Church (U.S.A.) David Cameron charged the minister and Gloria Cowan charged the congregation.

Kathryn Cameron, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF MURV' LUCILIUS GARDINER AS PASTOR OF BEULAH CHURCH, NORTH WILKESBORO

The Commission appointed by Salem Presbytery to install Murv' Lucilius Gardiner as Pastor of Beulah Presbyterian Church, North Wilkesboro, met at the Beulah Presbyterian Church on November 13, 1994, at 3:54 p.m. The meeting was called to order by Michael Warren. The prayer was offered by Michael Warren. the following members were present: Ministers Bill Knox, David Heil, Joe Spears, Catherine Reed, Michael Warren; Elders Becky Pennell, Edgar Gregory, Elizabeth Scott, and Thomas Vinson. Michael Warren was elected Moderator, and Edgar Gregory, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship at 4:00 p.m., the Moderator presiding. Joe Spears preached the sermon using as his text Hebrews 9:23-26 and his topic, "Four Paths To Cleanliness". Michael Warren propounded the constitutional questions to the minister. Michael Warren offered the prayer of installation. Murv' Lucilius Gardiner was declared duly installed as Pastor of Beulah Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Catherine Reed charged the Pastor, and Elizabeth Scott and Becky Pennell charged the congregation.

Murv' Lucilius Gardiner, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Michael Warren.

INSTALLATION OF LAURA M. SPANGLER AND STEWART E. ELLIS AS CO-PASTORS OF TRINITY CHURCH, WINSTON-SALEM

The Commission appointed by Salem Presbytery to install Laura M. Spangler and Stewart E. Ellis as Co-Pastors of Trinity Presbyterian Church, met at the Trinity Presbyterian Church on November 20, 1994, at 7:30 p.m. The meeting was called to order by Ann B. Jahnes. The prayer was offered by Ann Jahnes. The following members were present: Ministers Ann B. Jahnes, Jim Rissmiller, Carlton Eversley, Gail Porter Nelson, Maggi Henderson; Elders Margaret Elliott, David Flagg, Inis Johnson, and Thelma Hines. Guest ministers Beth Lily and Leslie Rhodes were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:30 p.m., the Moderator presiding. Maggi Henderson preached the sermon using as her text I Corinthians 12:14-31; II Corinthians 5:16-21 and her topic, "A New Creation from an Old Vision." Ann Jahnes propounded the constitutional questions to the ministers. Margaret Elliott propounded the constitutional questions to the congregation. Gail Porter Nelson offered the prayer of installation. Laura Spangler and Stewart Ellis were declared duly installed as Co-Pastors of Trinity Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Carlton Eversley charted the Co-Pastors, and Margaret Elliott charged the congregation.

Laura Spangler and Stewart Ellis, the newly installed Co-Pastors, pronounced the charge and benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Ann Jahnes.

INSTALLATION OF DANIEL CHARLES WILKERS AS PASTOR OF PARKWAY CHURCH, WINSTON-SALEM

The Commission appointed by Salem Presbytery to install Daniel Charles Wilkers as Pastor of Parkway Presbyterian Church, Winston-Salem, met at the Parkway Church on November 20, 1994, at 3:45 p.m. The meeting was called to order by Ann B. Jahnes. The prayer was offered by Ann B. Jahnes. The following members were present: Ministers Ann B. Jahnes, Samuel Stevenson, Steve Martin; Elders Cynthia Kirkman and William Shouse. Guest minister James McKinnon of New Hope Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. James McKinnon preached the sermon using as his text I Peter 2:4-10 and his topic, "Into His Marvelous Light." Ann Jahnes propounded the constitutional questions to the minister and to the congregation. Cynthia Kirkman offered the prayer of installation. Daniel C. Wilkers was declared duly installed as Pastor of Parkway Presbyterian Church according the Constitution of the Presbyterian Church (U.S.A.). Samuel Stevenson charged the Pastor, and Steve Martin charged the congregation.

Daniel C. Wilkers, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Ann Jahnes.

APPENDIX E

DATE: 01/17/95 SALEM PRESBYTERY PAGE: 1
TIME: 09:09:09 BALANCE SHEET
ALL FUNDS & DEPTS
AS OF: 12/31/94

ASSETS

CASH AVAILABLE

110100	CASH IN CHECKING ACCT.	$21,767.62-	
110200	PETTY CASH	$50.00	
111400	MONEY MANAGEMENT ACCOUNT	$227,625.74	
210100	CASH IN CHECKING ACCT.	$54,321.40-	
211200	CERTIFICATES OF DEPOSIT	$.00	
211400	MONEY MANAGEMENT ACCOUNT	$629,531.31	
410100	CASH IN CHECKING ACCT	$.00	
411400	MONEY MANAGEMENT ACCOUNT	$165,008.33	
411500	CASH - RENTAL DEPOSITS	$.00	
412000	INVESTMENTS-P. FOUNDATION	$103,249.59	
510100	CASH IN CHECKING ACCOUNT	$1,206.05-	
511400	MONEY MANAGEMENT ACCOUNT	$38,471.02	
610100	CASH IN CHECKING ACCOUNT	$.00	
611400	MONEY MANAGEMENT ACCOUNT	$85,959.01	
611500	CASH - RENTAL RECEIPTS	$.00	

	TOTAL CASH AVAILABLE		$1,172,599.93

RECEIVABLES

115500	ACCOUNTS RECEIVABLE	$436.18
115600	NOTES RECEIVABLE-D.TEMPLE	$23,125.00
116800	YEAR-END RECEIVABLES	$.00
116904	WILKES	$.00
116905	DAVIDSON	$.00
116906	CATAWBA	$.00
116907	FORSYTH	$1,533.10
116909	IREDELL	$1.44
116911	MECKLENBURG	$.00
116915	WAKE	$.00
116917	GUILFORD	$52.80
215500	ACCOUNTS RECEIVABLE	$2,226.50
216000	NOTES REC DUKE UNIVERSITY	$33,000.00
216500	BENEVOLENCES RECEIVABLE	$202,290.55
216800	YEAR-END RECEIVABLES	$.00
216906	CATAWBA	$.00
216907	FORSYTH	$9.17
216908	CHATHAM	$.00
216909	IREDELL	$.00
216911	MECKLENBURG	$.00
216915	WAKE	$.00
216917	GUILFORD	$.00
415500	ACCOUNTS RECEIVABLE	$377.32
416000	YEAR-END RECEIVABLES	$.00
511500	ACCOUNTS RECEIVABLE	$14,396.01

615500 ACCOUNTS RECEIVABLE	$.00
616800 YEAR-END RECEIVABLES	$.00
616917 GUILFORD	$28.65

	$277,476.72
GENERAL LOANS	
416101 DANBURY COMMUNITY	$3,963.22
416102 DELLABROOK	$.00
416105 COVENANT-CONCORD	$.00
416107 ELMWOOD	$.00
416109 FLAT ROCK	$8,554.65
416114 WILKESBORO CHAPEL	$.00
416116 TRINITY-WS	$.00
416125 TAYLORSVILLE	$3,654.53
416127 YADKINVILLE	$.00
416128 YADKINVILLE	$5,000.00
416302 BEULAH	$.00
416303 DELLABROOK	$.00
416315 TRINITY WINSTON-SALEM	$11,496.89
416326 MOUNT TABOR	$22,468.93

	$55,138.22
PROFESSIONAL LOANS	
416201 PAUL S. RYOO	$.00

	$.00
CHURCH DEVELOPMENT	
416301 SHALLOWFORD	$.00
416305 DANBURY COMMUNITY CHURCH	$11,500.00

	$11,500.00
PLEDGES RECEIVABLE	
516103 ALAMANCE	$10,506.06
516105 ASHEBORO FIRST	$.00
516106 DOGWOOD ACRES	$.00
516110 BETHESDA, STATESVILLE	$.00
516117 BUFFALO	$.00
516118 CLEMMONS	$.00
516120 CHURCH OF THE COVENANT	$22,490.64
516121 CROSS ROADS	$.00
516122 CLIO	$100.00
516123 COVENANT WINSTON-SALEM	$.00
516124 EDEN FIRST	$82.00
516125 EDWARD WEBB MEMORIAL	$.00
516126 FIELDSTONE	$.00
516127 EL BETHEL	$.00
516128 FIFTH CREEK	$400.00

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        516129 FRANKLIN                          $1,000.00
        516130 GUILFORD PARK                          $.00
        516131 DOGWOOD ACRES                          $.00
        516135 HAWFIELDS                        $18,023.00
        516136 HIGHLAND                        $117,388.99
        516138 LANSING                                $.00
        516140 LEXINGTON FIRST                   $5,000.00
        516145 LLOYD                               $375.00
        516150 NORTH WILKESBORO                 $25,000.00
        516160 NEW CREATION COMMUNITY                 $.00
        516161 NEW SALEM                           $250.00
        516162 PROSPECT                               $.00
        516163 PARKWAY                          $18,001.54
        516164 OLD PROVIDENCE                      $200.00
        516166 SAINT ANDREWS                     $8,200.00
        516167 SAINT JAMES                      $10,000.00
        516168 ST. PAUL, GREENSBORO              $8,400.00
        516170 SEDGEFIELD                        $3,952.00
        516172 SPENCER                                $.00
        516173 SPEEDWELL                           $903.00
        516174 SHALLOWFORD                            $.00
        516175 SPRINGWOOD                        $3,400.00
        516178 STARMOUNT                        $67,678.00
        516195 VANDALIA                             $10.00-
        516196 YANCEYVILLE                       $2,217.95
                                            --------------
                                               $323,568.18
      INDIVIDUALS
        516201 PATRICIA STEWART                  $1,150.00
        516202 WOMEN OF PRESBYTERY                    $.00
                                            --------------
                                                 $1,150.00
      PRESBYTERIAN FOUNDATION
        416401 MARY SMITH                        $3,500.00
                                            --------------
                                                 $3,500.00
                                            --------------
         TOTAL RECEIVABLES                                       $672,333.12


NCD REAL ESTATE
        612000 OAK RIDGE ROAD                  $285,061.54
        612100 STAGECOACH TRAIL                $100,740.00
                                            --------------
         TOTAL NCD REAL ESTATE                                   $385,801.54
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PREPAID EXPENSES		
117002 INSURANCE	$542.25	
117003 CONTRACTS	$1,000.00	
117004 POSTAGE	$.00	
117008 ANNUITIES	$.00	
117010 SALARIES AND TAXES	$.00	
117013 OFFICE SUPPLIES	$.00	
117016 PROGRAMS	$418.00	

TOTAL PREPAID EXPENSES		$1,960.25

TOTAL ASSETS		$2,232,694.84
		==============

LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS

CURRENT LIABILITIES		
ACCOUNTS PAYABLE		
120400 ACCOUNTS PAYABLE	$1,100.25	
120600 YEAR-END PAYABLES	$21,304.71	
220400 ACCOUNTS PAYABLE	$.00	
220500 BENEVOLENCES PAYABLE	$195,015.38	
420400 ACCOUNTS PAYABLE	$.00	
420600 YEAR-END PAYABLES	$.00	
520400 ACCOUNTS PAYABLE	$14,396.01	
520600 YEAR-END PAYABLES	$.00	
620400 ACCOUNTS PAYBLE	$.00	
620600 YEAR-END PAYABLES	$.00	

	$231,816.35	
DUE TO / DUE FROM		
124800 LOAN-GRANT FUND	$7,128.29	
124900 RESTRICTED FUND	$202,750.24-	
125000 DUE TO/FROM NCD FUND	$.00	
125100 DUE TO/FROM BICENTENNIAL	$.00	
224800 LOAN-GRANT FUND	$4,168.97	
224900 GENERAL FUND	$202,750.24	
225000 BICENTENNAL FUND	$1,021.24	
225100 NEW CHURCH DEVELOPMENT FD	$2,152.89	
424000 DUE TO/FROM GENERAL FUND	$7,128.29-	
424900 DUE TO/FROM RESTRICTED FD	$4,168.97-	
425000 DUE TO/FROM NCD FUND	$.00	
624000 DUE TO/FROM GENERAL FUND	$.00	
624800 DUE TO/FROM LOAN-GRANT FD	$.00	
624900 DUE TO/FROM RESTRICTED FD	$2,152.89-	

	$1,021.24	

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DATE: 01/17/95                SALEM PRESBYTERY                   PAGE:      5
TIME: 09:09:09                  BALANCE SHEET
                              ALL FUNDS & DEPTS
                              AS OF: 12/31/94

     PAYROLL PAYABLES
        126000 FICA WITHHELD                          $.00
        126100 FEDERAL WITHHOLDING                    $.00
        126200 STATE WITHHOLDING                      $.00
        126300 CAFETERIA PLAN WITHHLDING            $274.06
        126400 ANNUITY WITHHOLDING                  $846.16
        126500 VOLUNTARY WITHHOLDINGS               $191.51
        126600 ACCRUED PAYROLL                    $5,761.25
        626600 ACCRUED PAYROLL                        $.00
                                            --------------
                                                  $7,072.98
     OTHER LIABILITIES
        128000 UNKNOWN COMMITMENTS                    $.00
        128100 DUE ON COMMITMENTS                 $3,301.14
        128500 PROGRAM DEPOSITS                     $395.94-
        128600 MISDIRECTED FUNDS                      $.00
        128900 MISCELLANEOUS                          $.00
        129000 NOTES PAYABLE-OMNI BANK            $9,939.55
        129100 NOTES PAYABLE- GA                  $9,173.96
        129200 ACCRUED INTEREST PAYABLE           $3,864.91
        129600 ITEMS TO BE EXTENDED                   $.00
        228000 INTEREST TO BE DISBURSED               $.00
        228600 MISDIRECTED FUNDS                  $1,550.00
        228900 MISCELLANEOUS                          $.00
        428600 MISDIRECTED FUNDS                      $.00
        428900 MISCELLANEOUS LIABILITIES              $.00
        524000 DUE TO/FROM GENERAL FUND               $.00
        524900 DUE TO/FROM RESTRICTED FD          $1,021.24-
        525000 DUE LOUISVILLE DIST.                   $.00
        528600 MISDIRECTED FUNDS                      $.00
        528900 MISCELLANEOUS LIABILITIES              $.00
        529000 DEFERRED SUPPORT                 $324,718.18
        628600 MISDIRECTED FUNDS                      $.00
        628900 MISCELLANEOUS LIABILITIES              $.00
                                            --------------
                                                $351,130.56
                                            --------------
          TOTAL CURRENT LIABILITIES                                   $591,041.13


FUND BALANCE
        130200 YEAR-END UNSPENT FUNDS           $119,396.51
        130300 DESIGNATED RESERVE               $125,000.00
        130400 PRESBY OFFICE BUILDING            $50,000.00
        230500 HUNGER FUND                       $91,989.99
        230510 HSINCHU PARTNERSHIP FUND           $4,899.07
        230520 KNOX-ABERNATHY FUND                    $.00
        230530 SYNOD/DUKE BUILDING FUND          $41,231.76
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SALEM PRESBYTERY
BALANCE SHEET
ALL FUNDS & DEPTS
AS OF: 12/31/94

230540 PEACEMAKING DIST FUND	$4,580.13	
230550 BLACK CAUCUS FUND	$13.03-	
230554 CANDIDATES ORDINATION	$831.52	
230555 SELF DEVELOPM'T PEOPLE FD	$655.19	
230560 CO-OP CAMPUS MINISTRY FD	$13,222.70	
230570 W-S STATE CAMPUS MINISTRY	$2,395.71	
230580 DISSOLVED CHURCHES	$4,861.70	
230620 CHURCH DEVELOPMENT FUND	$.00	
230700 YEAR END FUND BALANCE	$.00	
430200 YEAR END FUND BALANCE	$.00	
436000 GENERAL LOAN FUND	$150,000.00	
436300 GRANT FUND	$15,767.64	
436400 CHURCH DEVELOPMENT FUND	$68,394.06	
436500 KNOX-ABERNATHY FUND	$1,084.26	
436600 CORA HARRISON FUND	$47.91	
436700 D. P. FOUST FUND #1	$9,325.86	
436800 D. P. FOUST FUND #2	$11,132.47	
436900 D. P. FOUST FUND #3	$51,138.50	
437000 STONE ESTATE FUND	$25,896.11	
437100 MARYLAND HICKERSON FUND	$1,250.00	
437200 CORA HARRISON FUND	$775.72	
437300 VIRGIL ASHBAUGH FUND	$2,391.14	
437400 R. BERNHARDT, JR. FUND	$.00	
437500 MARY SMITH FUND	$3,980.10	
437600 REINVESTED INCOME FUND	$.00	
530200 YEAR END FUND BALANCE	$25,553.87	
630200 YEAR END FUND BALANCE	$404,834.04	
EXCESS CASH REC'D YTD	$411,030.78	

TOTAL FUND BALANCE		$1,641,653.71

TOTAL LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS		$2,232,694.84
		==============

DATE: 01/17/95
TIME: 09:19:10

PAGE:

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12)12 MONTHS
GENERAL FUND
REPORT DATE: 12/31/94

ACCOUNT		ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YE
INCOME							
REVENUE & SUPPORT							
SUPPORT REVENUE							
141000	BENEVOLENCE GIVING	1,051,200.00	191,024.24	87,600.00	1,009,062.81	1,051,200.00	42,137.19
141100	PRIOR YR BENEVOLENCES	.00	.00	.00	12,020.24	.00	12,020.24
141200	HSINCHU PRESBY	1,200.00	.00	100.00	1,862.74	1,200.00	662.74
141300	VALIDATED CAUSES - RF	.00	10,394.03	.00	10,394.03	.00	10,394.03
		------------	------------	------------	------------	------------	------------
		1,052,400.00	201,418.27	87,700.00	1,033,339.82	1,052,400.00	19,060.18
PROGRAM RECEIPTS							
142001	YOUTH TRIENNIUM	.00	.00	.00	.00	.00	.00
142002	KALEIDOSCOPE EVENT	2,800.00	.00	233.33	.00	2,800.00	2,800.00
142003	FACE-TO-FACE	.00	4,280.25	.00	17,608.25	.00	17,608.25
142004	PASTOR/EDUCATOR WORKSHOP	450.00	.00	37.50	196.00	450.00	254.00
142005	PATHWAYS EVENT	4,500.00	.00	375.00	1,363.50	4,500.00	3,136.50
142006	SPRING YOUTH RETREAT	3,500.00	.00	291.66	2,295.00	3,500.00	1,205.00
142007	FALL YOUTH RETREAT	4,000.00	.00	333.33	8,105.00	4,000.00	4,105.00
142008	SPRING YOUTH RALLY	500.00	.00	41.66	315.00	500.00	185.00
142009	TEACHER'S WORKSHOP	1,000.00	.00	83.33	433.00	1,000.00	567.00
142010	INTN'L MISSION CONFERENCE	1,625.00	.00	135.41	1,619.00	1,625.00	6.00
142011	SMALL CHURCH RETREAT	200.00	.00	16.66	520.00	200.00	320.00
142012	EVANGELISM CONFERENCE	.00	.00	.00	1,392.00	.00	1,392.00
142013	MISSION YEARBOOKS	.00	658.88	.00	88.31-	.00	88.31
142014	SPIRITUAL RETREAT	500.00	.00	41.66	629.00	500.00	129.00
142015	SPIRITUAL ENRICHMENT	250.00	.00	20.83	.00	250.00	250.00
142017	CHILDREN'S SEASONAL WRKSH	200.00	.00	16.66	.00	200.00	200.00
142018	EDUCATOR TRAINING/RETREAT	1,000.00	.00	83.33	.00	1,000.00	1,000.00
142019	WORSHIP & MUSIC WORKSHOP	300.00	.00	25.00	.00	300.00	300.00
142020	STEWARDSHIP WORKSHOP	250.00	.00	20.83	120.00	250.00	130.00
142021	CH PROFESSIONAL RETREAT	1,500.00	.00	125.00	.00	1,500.00	1,500.00
142022	EVANGELISM RETREATS	.00	.00	.00	.00	.00	.0
142023	PEACEMAKING EVENT	5,500.00	.00	458.33	.00	5,500.00	5,500.0
142025	WOMEN'S MINISTRY EVENTS	.00	.00	.00	.00	.00	.00
142026	COM RETREAT	.00	.00	.00	265.00	.00	265.00
142027	ECUMENICAL WORKSHOP	200.00	.00	16.66	.00	200.00	200.00
142028	PROFESSIONAL DEV WORKSHOP	.00	.00	.00	440.00	.00	440.0
142030	RETIREMENT SEMINAR	.00	.00	.00	685.00	.00	685.00
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		28,275.00	4,939.13	2,356.18	35,897.44	28,275.00	7,622.4
OTHER REVENUE/TRANSFERS							
144001	INTEREST ON INVESTMENTS	4,000.00	10,119.96	333.33	10,119.96	4,000.00	6,119.9
144002	SALES TAX REFUND	.00	.00	.00	.00	.00	.0
144003	SALE OF ASSETS	.00	.00	.00	.00	.00	.0
144004	REFUND ON PRIOR-YEAR EXP.	.00	.00	.00	124.60	.00	124.6

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
144005 OTHER RECEIPTS	.00	.00	.00	.00	.00	.00
144006 PRESBY HUNGER PROGRAM	7,500.00	189.00	625.00	7,750.00	7,500.00	250.00+
144007 SYNOD PASS THROUGH	.00	200.03-	.00	.00	.00	.00
144010 EXPENDITURE REIMBURSEMENT	.00	.00	.00	.00	.00	.00
144011 PRIOR YR UNSPENT FUND	.00	.00	.00	.00	.00	.00
TOTAL OTHER REVENUE/TRANSFERS	11,500.00	10,108.93	958.33	17,994.56	11,500.00	6,494.56+
TOTAL REVENUE & SUPPORT	1,092,175.00	216,466.33	91,014.51	1,087,231.82	1,092,175.00	4,943.18
TOTAL INCOME	1,092,175.00	216,466.33	91,014.51	1,087,231.82	1,092,175.00	4,943.18
EXPENSES						
ADMINISTRATION COSTS						
TOTAL SALARY/HOUSING/ETC.	393,084.98	28,881.63	32,757.04	381,105.03	393,084.98	11,979.95
TOTAL CONTINUING EDUCATION	5,450.00	539.65	454.15	3,231.19	5,450.00	2,218.81
TOTAL TRAVEL	16,550.00	2,079.35	1,379.14	11,763.97	16,550.00	4,786.03
TOTAL RELATED EXPENSES	31,851.02	2,092.59	2,654.24	25,327.65	31,851.02	6,523.37
TOTAL OFFICE COSTS	74,837.00	3,334.65	6,236.38	95,532.71	74,837.00	20,695.71+
TOTAL ADMINISTRATION COSTS	521,773.00	36,927.87	43,480.95	516,960.55	521,773.00	4,812.45
GOVERNING BODY						
TOTAL COUNCIL COSTS	3,850.00	10,043.27	320.80	15,783.11	3,850.00	11,933.11+
TOTAL SELF DEVELOPMENT	.00	1.16	.00	1.16	.00	1.16+
TOTAL BLACK CAUCUS	981.00	.00	81.74	2,518.83	981.00	1,537.83+
TOTAL BICENTENNIAL	.00	164.35	.00	431.53	.00	431.53+
TOTAL GOALS & EVALUATIONS CMT	800.00	.84	66.64	23.39	800.00	776.61
TOTAL NOMINATING COMMITTEE	500.00	24.50	41.65	954.85	500.00	454.85+
TOTAL PERMANENT JUDICIAL CMTE	1,200.00	.00	99.98	89.73	1,200.00	1,110.27
TOTAL WOMEN OF COLOR	880.00	.00	73.32	519.57	880.00	360.43
TOTAL REPRESENTATION CMTE	66.00	.00	5.48	73.79	66.00	7.79+
TOTAL STATED CLERK EXPENSE	12,450.00	268.60	1,037.47	14,639.19	12,450.00	2,189.19+
TOTAL GOVERNING BODY	20,727.00	10,502.72	1,727.08	35,035.15	20,727.00	14,308.15+
ADMINISTRATIVE SERVICES						
TOTAL DIVISION COSTS	100.00	.00	8.32	24.24	100.00	75.76
TOTAL BUDGET & FINANCE CMTE	689.00	18.40	57.40	685.65	689.00	3.35
TOTAL COMMUNICATIONS COMMITTE	7,200.00	840.01	599.97	6,326.36	7,200.00	873.64
TOTAL PERSONNEL COMMITTEE	1,250.00	.00	104.16	414.80	1,250.00	835.20
TOTAL ADMINISTRATIVE SERVICES	9,239.00	858.41	769.85	7,451.05	9,239.00	1,787.95

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SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12)12 MONTHS
GENERAL FUND
REPORT DATE: 12/31/94

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YE
CHURCH DEVELOPMENT DIV						
TOTAL CHURCH DEVELOPMENT DIV	.00	3,135.92	.00	3,135.92	.00	3,135.92-
TOTAL DIV OPERATIONAL COSTS	5,000.00	12.66	416.64	496.24	5,000.00	4,503.76
TOTAL CHURCH DEVELOPMENT	115,000.00	5,031.84-	9,583.32	42,983.04	115,000.00	72,016.96
TOTAL EVANGELISM COMMITTEE	5,150.00	.00	429.15	3,568.56	5,150.00	1,581.44
TOTAL SMALL CHURCH COMMITTEE	4,430.00	289.05	369.14	3,477.14	4,430.00	952.86
TOTAL SMALL CHURCH SUPPORT	123,350.00	12,510.74	10,279.07	113,366.92	123,350.00	9,983.08
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TOTAL CHURCH DEVELOPMENT DIV	252,930.00	10,924.53	21,077.32	167,027.82	252,930.00	85,902.18
CHURCH IN THE WORLD DIV						
TOTAL DIV OPERATIONAL COSTS	200.00	23.70	16.65	154.65	200.00	45.35
TOTAL CRIMINAL JUSTICE	10,600.00	750.00	883.30	9,240.19	10,600.00	1,359.81
TOTAL KALEIDOSCOPE COMMITTEE	200.00	2.58	16.66	630.17	200.00	430.17
TOTAL KALEIDOSCOPE CONFERENCE	4,000.00	.00	333.31	5.46	4,000.00	3,994.54
TOTAL ECUMENICAL CONCERNS CMT	925.00	.00	77.06	635.62	925.00	289.38
TOTAL HUNGER COMMITTEE	1,000.00	19.77	83.32	862.88	1,000.00	137.12
TOTAL INTERN'TL MISSIONS CMTE	8,850.00	83.62	737.46	10,627.10	8,850.00	1,777.10
TOTAL PEACEMAKING COMMITTEE	7,330.00	.32	610.80	580.58	7,330.00	6,749.42
TOTAL RACIAL ETHNIC COMMITTEE	1,000.00	.00	83.31	661.79	1,000.00	338.21
TOTAL URBAN MINISTRIES GRANT	24,292.00	500.00	2,024.30	24,292.04	24,292.00	.04
TOTAL WOMEN'S MINISTRY CMTE	2,215.00	650.04	184.54	1,522.17	2,215.00	692.83
TOTAL SOCIAL JUSTICE CMTE	2,500.00	7.91	208.31	568.46	2,500.00	1,931.54
TOTAL HIGHER EDUCATION CMTE	28,175.00	2,233.97	2,347.90	36,722.00	28,175.00	8,547.00
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TOTAL CHURCH IN THE WORLD DIV	91,287.00	4,271.91	7,606.92	86,503.11	91,287.00	4,783.89
CONGREGATIONAL LIFE DIV						
TOTAL DIVISION COSTS	400.00	.00	33.31	2.30	400.00	397.70
TOTAL PATHWAYS COMMITTEE	700.00	.00	58.32	575.05	700.00	124.95
TOTAL PATHWAYS TO LEADERSHIP	10,000.00	.00	833.34	3,662.81	10,000.00	6,337.19
TOTAL EDUCATIONAL MINISTRY CM	4,250.00	.00	354.15	1,993.84	4,250.00	2,256.1
TOTAL STEWARDSHIP ED COMMITTE	1,400.00	10.00-	116.63	679.07	1,400.00	720.9
TOTAL YOUTH MINISTRY COMMITTE	11,000.00	476.38	916.63	8,969.48	11,000.00	2,030.5
TOTAL CHILDREN'S MINISTRY CMT	2,550.00	6.74	212.47	829.09	2,550.00	1,720.9
TOTAL ADULT MINISTRY COMMITTE	2,200.00	298.00	183.28	1,061.13	2,200.00	1,138.
TOTAL SINGLES MINISTRY CMTE	1,500.00	.00	124.97	412.53	1,500.00	1,087.4
TOTAL PRESBYTERIAN MEN'S CMTE	1,000.00	.00	99.97	892.19	1,200.00	307.81
TOTAL WORSHIP & MUSIC CMTE	1,400.00	.00	116.64	358.75	1,400.00	1,041.25
TOTAL SPIRITUAL FORMATION CMT	1,750.00	23.11	145.82	919.33	1,750.00	830.6
TOTAL RESOURCE CENTER COMMITT	600.00	.00	49.98	57.86	600.00	542.14
TOTAL RESOURCE CENTERS	3,100.00	792.23	258.32	1,389.72	3,100.00	1,710.2
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TOTAL CONGREGATIONAL LIFE DIV	41,850.00	1,586.46	3,503.83	21,803.15	42,050.00	20,246.8

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12)12 MONTHS
GENERAL FUND
REPORT DATE: 12/31/94

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
COMMITTEE ON MINISTRY						
TOTAL CMTE ON MIN OPERATIONAL	4,500.00	404.71	374.98	6,197.86	4,500.00	1,697.86+
TOTAL CALLS & VACANCIES CMTE	4,000.00	52.47	333.30	19,550.87	4,000.00	15,550.87+
TOTAL CONCILIATION COMMITTEE	2,700.00	59.05	224.98	1,500.21	2,700.00	1,199.79
TOTAL VISITATION COMMITTEE	2,807.00	.00	233.90	254.47	2,807.00	2,552.53
TOTAL PROFESSIONAL SUPPORT CM	3,944.00	574.03	328.65	1,750.53	3,944.00	2,193.47
TOTAL COMPENSATION/RETIREMENT	5,200.00	1,500.00	433.32	3,490.24	5,200.00	1,709.76
TOTAL PREPARATION FOR MINISTR	21,085.00	8,157.10	1,757.04	19,942.83	21,085.00	1,142.17
TOTAL PROFESSIONAL DEVELOPMEN	2,900.00	.00	241.63	2,108.05	2,900.00	791.95
TOTAL EXAMINATIONS COMMITTEE	1,400.00	4.86	116.66	858.93	1,400.00	541.07
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TOTAL COMMITTEE ON MINISTRY	48,536.00	10,752.22	4,044.46	55,653.99	48,536.00	7,117.99+
OUTDOOR MINISTRIES CMTE						
TOTAL COMMITTEE OPERATIONS	9,360.00	.00	779.99	138.52	9,360.00	9,221.48
TOTAL CAMP SUBSIDIES	96,473.00	5,682.50	5,682.49	96,473.00	96,473.00	.00
TOTAL SATISFACTION OF PLEDGE	.00	21,304.71	.00	21,304.71	.00	21,304.71+
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TOTAL OUTDOOR MINISTRIES CMTE	105,833.00	26,987.21	6,462.48	117,916.23	105,833.00	12,083.23+
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TOTAL EXPENSES	1,092,175.00	102,811.33	88,672.89	1,008,351.05	1,092,375.00	84,023.95
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NET TOTALS		113,655.00		78,880.77		79,080.77

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DATE: 01/17/95                SALEM PRESBYTERY                    PAGE:     1
TIME: 09:22:15                 BALANCE SHEET
                                GENERAL FUND
                              AS OF: 12/31/94

                                   ASSETS

CASH AVAILABLE
       110100 CASH IN CHECKING ACCT.          $21,767.62-
       110200 PETTY CASH                          $50.00
       111400 MONEY MANAGEMENT ACCOUNT       $227,625.74
                                            --------------
        TOTAL CASH AVAILABLE                                  $205,908.12


RECEIVABLES
       115500 ACCOUNTS RECEIVABLE                $436.18
       115600 NOTES RECEIVABLE-D.TEMPLE       $23,125.00
       116800 YEAR-END RECEIVABLES                  $.00
       116904 WILKES                                $.00
       116905 DAVIDSON                              $.00
       116906 CATAWBA                               $.00
       116907 FORSYTH                          $1,533.10
       116909 IREDELL                              $1.44
       116911 MECKLENBURG                           $.00
       116915 WAKE                                  $.00
       116917 GUILFORD                            $52.80
                                            --------------
        TOTAL RECEIVABLES                                      $25,148.52


PREPAID EXPENSES
       117002 INSURANCE                          $542.25
       117003 CONTRACTS                        $1,000.00
       117004 POSTAGE                               $.00
       117008 ANNUITIES                             $.00
       117010 SALARIES AND TAXES                    $.00
       117013 OFFICE SUPPLIES                       $.00
       117016 PROGRAMS                           $418.00
                                            --------------
        TOTAL PREPAID EXPENSES                                  $1,960.25
                                                           --------------
  TOTAL ASSETS                                                $233,016.89
                                                           ==============


                 LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS

CURRENT LIABILITIES
    ACCOUNTS PAYABLE
       120400 ACCOUNTS PAYABLE                 $1,100.25
       120600 YEAR-END PAYABLES               $21,304.71
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                                              $22,404.96

    DUE TO / DUE FROM
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SALEM PRESBYTERY
BALANCE SHEET
GENERAL FUND
AS OF: 12/31/94

124800	LOAN-GRANT FUND	$7,128.29	
124900	RESTRICTED FUND	$202,750.24-	
125000	DUE TO/FROM NCD FUND	$.00	
125100	DUE TO/FROM BICENTENNIAL	$.00	
		$195,621.95-	
PAYROLL PAYABLES			
126000	FICA WITHHELD	$.00	
126100	FEDERAL WITHHOLDING	$.00	
126200	STATE WITHHOLDING	$.00	
126300	CAFETERIA PLAN WITHHLDING	$274.06	
126400	ANNUITY WITHHOLDING	$846.16	
126500	VOLUNTARY WITHHOLDINGS	$191.51	
126600	ACCRUED PAYROLL	$5,761.25	
		$7,072.98	
OTHER LIABILITIES			
128000	UNKNOWN COMMITMENTS	$.00	
128100	DUE ON COMMITMENTS	$3,301.14	
128500	PROGRAM DEPOSITS	$395.94-	
128600	MISDIRECTED FUNDS	$.00	
128900	MISCELLANEOUS	$.00	
129000	NOTES PAYABLE-OMNI BANK	$9,939.55	
129100	NOTES PAYABLE- GA	$9,173.96	
129200	ACCRUED INTEREST PAYABLE	$3,864.91	
129600	ITEMS TO BE EXTENDED	$.00	
		$25,883.62	
	TOTAL CURRENT LIABILITIES		$140,260.39-
FUND BALANCE			
130200	YEAR-END UNSPENT FUNDS	$119,396.51	
130300	DESIGNATED RESERVE	$125,000.00	
130400	PRESBY OFFICE BUILDING	$50,000.00	
	EXCESS CASH REC'D YTD	$78,880.77	
	TOTAL FUND BALANCE		$373,277.28
	TOTAL LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS		$233,016.89

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SCHEDULE OF MISSION RECEIPTS

PIN # 150-584
Salem Presbytery

Date:December, 1994

DESCRIPTION	SPECIAL OFFERINGS AND SPECIAL GIVING BEYOND ADOPTED BUDGETS					UNIFIED GIVING AND SELECTED GIVING FOR ADOPTED BUDGETS					TOTAL MISSION RECEIPTS				
	1990	1991	1992	1993	1994	1990	1991	1992	1993	1994	1990	1991	1992	1993	1994
January	19,630	27,127	21,511	19,799	30,599.46	65,379	157,476	146,541	56,054	83,353.44	85,009	184,603	168,052	75,853	113,952.90
February	17,383	20,448	13,907	43,324	39,062.48	121,630	108,207	105,989	164,452	114,467.81	139,013	128,655	119,896	207,776	153,530.29
March	27,777	20,433	16,894	11,730	19,929.39	253,171	135,501	116,641	100,642	145,589.96	280,948	155,934	133,535	112,372	165,519.35
April	14,763	46,966	44,019	34,784	31,866.33	117,778	164,837	197,107	179,260	124,429.08	132,541	211,803	241,127	214,044	156,295.41
May	46,095	24,161	29,867	36,064	32,096.25	125,758	178,429	158,771	108,937	135,571.61	171,853	202,590	188,638	145,001	167,667.86
June	33,638	22,625	29,218	20,508	27,986.20	249,021	159,840	153,047	197,831	118,394.23	282,659	182,465	182,265	218,339	146,380.43
July	9,473	19,751	18,360	24,460	30,552.17	113,058	141,813	204,479	136,479	210,419.19	122,532	161,564	222,839	160,939	240,971.36
August	29,876	12,145	8,546	20,361	17,223.28	133,614	112,460	91,501	95,505	82,539.42	163,490	124,605	100,047	115,867	99,762.70
September	6,882	13,041	38,480	28,414	27,715.96	83,536	206,943	148,181	207,760	149,608.98	90,418	219,984	186,661	236,175	177,324.94
October	14,251	26,623	47,386	24,923	12,145.95	177,992	118,447	125,216	148,902	156,131.32	192,243	145,070	172,602	173,825	168,277.27
November	23,073	16,038	21,106	21,077	18,871.43	193,496	106,385	109,427	130,342	122,460.37	216,569	122,424	130,534	151,420	141,331.80
December	81,180	97,416	80,932	75,244	84,651.41	226,213	338,325	367,458	322,006	331,812.93	307,393	435,741	448,389	397,250	416,464.34
TOTAL RECEIPTS	324,021	346,775	370,226	360,689	372,700.31	1,860,648	1,928,663	1,924,358	1,848,170	1,774,778.34	2,184,669	2,275,438	2,294,584	2,208,859	2,147,478.65
BUDGETED MISSION RECEIPTS						1,972,834	2,000,000	2,032,000	1,850,000	1,825,000.00					
CLASSIFICATION OF MISSION RECEIPTS															
Giving for Adopted Budgets															
Unified Giving						1,708,415	1,785,366	1,804,972	1,698,100	1,631,766.36	1,708,415	1,785,366	1,804,972	1,698,100	1,631,766.36
Selected Giving						152,233	143,297	119,485	150,070	143,011.98	152,233	143,297	119,485	150,070	143,011.98
Giving beyond Adopted Budgets															
Special Offerings	131,707	130,345	128,411	130,303	129,483.10						131,707	130,345	128,411	130,303	129,483.10
Selected Giving	192,314	216,430	241,715	230,386	243,217.21						192,314	216,430	216,430	230,386	243,217.21
YTD SUMMARY OF ACTUAL RECEIPTS															
Percentages						82.847%	79.517%	76.619%	82.495%	79.067%					
Dollars						1,860,648	1,928,663	1,924,358	1,848,170	1,774,778.34					

St. Paul Presbyterian Church
Dr. David E. Leininger, Pastor

(919) 292-2442
(919) 292-2447 Fax

Church School 10:00 am
Worship Service 11:00 am

November 7, 1994

To: Dr. John Handley
From: St. Paul Presbyterian Church, Greensboro, NC
Subject: "Reimagining" Overture

The Session of St. Paul Presbyterian Church, Greensboro, NC respectfully overtures Salem Presbytery to overture the General Assembly of Presbyterian Church (USA) to show that as a matter of record we disagree with the ideas and concepts which are expressed in the ecumenical conference, "Reimagining God..." that was held in Minneapolis in November 1993; we believe these ideas are heretical to our accepted doctrine.

We additionally request that General Assembly take further action (to the Wichita meeting) to discipline those of the national staff who initiated or participated in those unchristian activities and workshops; no further decision-making positions should be held by these people. We further, with this overture submit a letter of protest signed by St. Paul Presbyterian Women.

Recommended to Session of St. Paul Presbyterian Church by ad hoc Committee, November 1, 1994.

(signed)
Bob McIntosh, Chairman
Diane Pritchett
Don Bennett
Jim Farley

Approved by the Session in Stated Meeting, November 6, 1994.

James Farley
Clerk of Session

2300 South Chapman Street • Greensboro, North Carolina 27403

WE THE WOMEN OF ST. PAUL PRESBYTERIAN CHURCH, GREENSBORO, NORTH CAROLINA STRONGLY DISAGREE WITH THE CONCEPTS AND IDEAS EXPRESSED AT THE REIMAGING CONFERENCE IN MINNEAPOLIS LAST NOVEMBER.

Jane Lochbaum
Doris Knox
Maude Samuel
Betty Pell
Merrilne Williams
Gwen Reese
Helen Leonard
Margaret Adams
Anne Reese Wagner
Edith Taylor
Diane S. Taylor
Becky Hollinger
Kathy Carroll
Margaret Shanks
Margaret Simmons
Liz Miles
Pat Satterfield
Carol D Parke
Verna Bice
Audrey W. Gottschall
Jean Tilley
Faye Plan

Arleathe Buffaloe
Beverly Long
Louise T. Roberts
Linda L. Farley
Betty Dorman
Louise Coble
Nita Holder
Lucy Smith
Emily Patton
Hilda Hucks
Tricia Creech
Anna Pace
Elsie Pegram
Christie Leininger
Carol Hurdle
Peggy Russell
Judy Cook
Julia McIntosh

ATTACHMENT 1

SALEM PRESBYTERY MINISTERS 01-10-1995

APPENDIX G

FIRST	MIDDLE	LASTNAME	STATUS
Wyatt		Aiken, Jr.	Active - Pastor Mebane - Mebane
Alonza	M.(Mickey)	Alexander	Retired
Frank	J.	Allen	Active - Pastor Westminster - Burlington
James	H. (Jim)	Allen	Active - Ordained in Other Wk. UNC-G - Vice Chancellor .
Lawrence	W. (Larry)	Avent	Retired - Parish Associate First - Greensboro
Lawrence	J. (Larry)	Ayers	Retired
Thomas	B. (Tom)	Bagnal, Jr.	Retired
Jim	Henry	Banbury	Retired
Jonathan	C.	Barker	Member-At-Large
Dwight	Lee	Barker	Retired
Shawn	E.	Barkley	Active - Pastor Crestwood - High Point
Jesse	W. (Jess)	Bledsoe	Active - Pastor First - Pilot Mountain
Linda	L.	Blessing	Active - Co-Pastor Hills/Pine Ridge - Westfield
Ronald	L.	Bowie	Active - Pastor First - Boone
L. Adlai		Boyd	Active - Ordained in Other Wk. Univ. of South Florida
Ernest		Bradford	Retired
Edwin	C. (Ed)	Brammer	Retired
Warren	C.	Brannon	Active - Pastor Shiloh - Burlington
John	C.	Brearley	Active - Pastor Elkin - Elkin
Jann		Briscoe	Member-At-Large
Charles	L	Brown	Retired
William	(Bill)	Brown	Retired
Robert	A.	Bryant	Active - Student Union Theological Seminary
Malcolm	M.	Bullock	Active - Associate First - Salisbury
David	H.	Burr	Retired
Robert	E. (Bob)	Button	Active - Temporary Supply Pine Hall & Sandy Ridge
Nathan	L.	Byrd	Active - Associate St. James - Greensboro
George	S.	Calhoun, Sr.	Retired - Pastor Emeritus Thyatira - Salisbury
Cecil	C.	Callis	Retired - Stated Supply Mount Vernon Springs-Siler Cty
David	M.	Cameron	Active - Ordained in Other Wk. Presbyterian Counseling Cent.
Kathryn	Johnson	Cameron	Active - Associate First - Greensboro
George	C.	Carpenter	Member-At-Large
Charles	R.	Carter	Active - Pastor Forest Hills - High Point

FIRST	MIDDLE	LASTNAME	STATUS
William	H. (Bill)	Chappell	Retired - Stated Supply Griers and Pleasant Grove
Carole	F.	Chase	Active - Prof. of Religion Elon College
Robert	R.	Childs	Active - Interim Cape Fear - Wilmington
M. Gray		Clark	Active - Pastor Fellowship - Greensboro
Robert	E. (Bob)	Cleveland	Active - Pastor Pittsboro - Pittsboro
Frederick	A. (Fred)	Coates	Active - Associate First - Mooresville
William	John	Cofer	Active - Administration Barium Springs Home
Frank	C.	Collier	Retired - Stated Supply Immanuel and Cleveland
Lewellyn	B. (L.B.)	Colquitt	Retired
Watt	M.	Cooper	Retired
Herbert	H.	Culler	Retired
Leighton		Culler	Active - Interim Christianburg VA (Peaks)
Kermit	W.	Dancy	Active - Pastor Mt. Jefferson - W. Jefferson
Ares		Davidian	Retired - Interim Bethesda - Ruffin
Dale		Davidson	Active - Associate Pastor Church of the Cross - G-bo
Frank	A.	Davison	Retired
Max	Eugene	Deal	Member-At-Large
William	Riche	DeLong	Active - Ordained in Other W North Carolina Bap. Hospital
Franklin	M. (Frank)	Dew	Active - Chaplain Greensboro Urban Ministry
F. Marion		Dick	Retired
James	A.	Dickens	Active - Pastor Logan
C. Wayne		Dixon	Retired - Stated Supply Love Valley - Love Valley
Susan	Mary (F)	Dobyns	Member-At-Large
Barbara	E.	Dua	Active - Associate First - Greensboro
Carl	W.	Dumford	Active - Pastor Taylorsville - Taylorsville
Christopher	F. (Chris)	East	Active - Pastor Buffalo - Greensboro
John	E.	Eliason	Retired / Disabled Piedmont - Burlington
Stewart	E.	Ellis	Active - Co-Pastor/Campus Mi Trinity - Winston-Salem
Robert	C. (Rob)	Evans, III	Active - Pastor Oak Ridge - Oak Ridge
Carlton	A. G.	Eversley	Active - Pastor Dellabrook - Winston-Salem

FIRST	MIDDLE	LASTNAME	STATUS
Jeffrey	James	Falter	Active - Pastor Dogwood Acres - Asheboro
T. McLean		Faw, Jr.	Member-at-Large
Norris	London	Fellows	Retired
Dusty	K.	Fiedler	Active - Co-Pastor Clemmons - Clemmons
Robert	A. (Bob)	Fiedler	Active - Co-Pastor Clemmons - Clemmons
Carol	Carpenter	Fisher	Active - Associate Pastor Hawfields - Mebane
Charles	G.	Fitzpatrick	Retired
Joseph	W. (Joe)	Flora	Retired
Robert	L. (Bob)	Forbis	Retired
William	H. (Bill)	Foster	Retired - Stated Supply First - Whitewright
Milton	M. (Mac)	Foust	Retired - Stated Supply Randolph - High Point
James	T. (Jim)	Frazier	Active - Pastor Sparta - Sparta
Elijah		Freeman	Active - Pastor St. Paul - High Point
Larry	Wayne	Freeman	Active - Ordained in Other Wk. The Cup of Water - Statesville
Robert	O. (Bob)	Freeman	Retired - Stated Supply serving in Charlotte Presby.
Samuel	R. (Sam)	Fudge	Retired
Harold	E.	Fuller	Retired
Robert	M.	Gant, Jr.	Active - Associate Pastor Alamance - Greensboro
Murv	Lucilius	Gardiner	Active - Pastor/Associate Beulah/Wilkes Ch.-N.Wilkesboro
Joseph	M. (Joe)	Garrison	Retired - Parish Associate First - Greensboro
Philip	R.	Gehman	Active - Ordained in Other Wk. Columbia Seminary
Sherron	K.	George	Active - Missionary Presbyterian Church (U.S.A.)
Carter	B.	Gillespie	Active - Ordained in Other Wk. Employee Assistance Prg.- USPS
Scott	C.	Girard	Member-At-Large
Robert	J.	Goforth	Active - Pastor Cooleemee - Cooleemee
Lucius	A.	Gray	Active - Pastor Alamance - Greensboro
Randy	J.	Hall	Active - Pastor Fairmont - Lexington
Hewon	(Hap)	Han	Active - Associate Executive Salem Presbytery
John	M.	Handley	Active-Exec. Pres./Stated Clk. Salem Presbytery
Stimp	J.Stimpson	Hawkins	Retired Hospice - W-S

FIRST	MIDDLE	LASTNAME	STATUS
William	C. (Bill)	Hayes	Active - Pastor Smyrna & Wentworth
Holly	Diane	Hayes	Active - Associate Pastor Forest Hills - High Point
David	Christian	Heil	Active - Pastor North Wilkesboro - North Wil
Dewitt	F.	Helm	Retired
Maggi	Lewis	Henderson	Active - Associate Highland - Winston-Salem
James	H.	Henderson	Active - Pastor Calvary - Statesville
Robert		Henderson	Active - Pastor Westminster - Greensboro
David	L. (Dave)	Henry	Active - Pastor Vandalia - Greensboro
Robert	W. (Bob)	Herron	Active - Ordained in Other W Presbyterian Counseling Cent
Everett	A. (Gus)	Hewlett	Retired
Cynthia	R. (Cindy)	Higgins	Active - Associate Westminster - Greensboro
Z.	N.	Holler	Retired
Fredrick	R. (Fred)	Horner	Active - Associate First - Greensboro
Robert	M.	Howard	Active - Pastor Centre - Mt. Mourne
Joanne	R.	Hull	Active - Associate Guilford Park - Greensboro
Stephen	A. (Steve)	Hundley	Active - Pastor Prospect - Mooresville
Guy	W.	Hunt	Active - Pastor Danbury Community Church
George		Hunter	Active - Pastor Trinity - Salisbury
Ann	B.	Jahnes	Active - Pastor Yadkinville - Yadkinville
Robert	(Bob)	Jeffords	Active - Pastor Covenant - Winston-Salem
John	S.	Johnson	Retired
Kurt	W.	Johnston	Active - Interim Covenant - Greensboro
William		Jones	Active - Pastor Reid Memorial - Mooresville
Henry	J. (Hank)	Keating	Active - Associate First - Winston-Salem
Walter	W. (Walt)	King	Member-At-Large Mechanical Engineer
Benjamin	(Ben)	Kirkland	Retired
J. David		Kivett	Active - Pastor First - Reidsville
William	R. (Bill)	Knox	Retired
Phyllis	M.	Kort	Active - Associate First - Burlington

FIRST	MIDDLE	LASTNAME	STATUS
Morton	R.	Kurtz	Retired - Interim Greenwood - Reidsville
Julian		Lake	Retired
Thomas	K. (Tom)	Lane	Member At Large
Donald	E. (Don)	Lannon	Member-At-Large - Disability
William	F.	Lawrence, Jr.	Active - Stated Supply Yadkin United - Mebane
James	E. (Jim)	Layman	Active - Pastor Starmount - Greensboro
Robert	E. (Bob)	Lee	Member-at-Large - temp. supply El Bethel - Eden
David	T. (Dave)	Lee-Andrews	Active - Pastor Concord - Concord
David	Eugene	Leininger	Active - Pastor St. Paul - Greensboro
Robert	M.	Lewis	Active - Pastor First - Salisbury
S. (Ed)	Edwin	Lewis	Active - Pastor First - Mooresville
Paul		Lindsay	Active - Ordained in Other Wk. UNC-G - Professor
Z. (Brad)	Bradford	Long	Active - Ordained in Other Wk. Pres. & Reformed Renewal Min.
William	F. (Bill)	Long	Retired
Joel	M.	Long	Active - Pastor First - Eden
Ivan	W.	Lowery	Active - Pastor Mt. Vernon, Second, Cameron
Wilkes		Macaulay	Retired
J. Roger		Marrow	Active - Chaplain V. A. Hospital
Steve	A.	Martin	Active - Ordained in Other Wk. counseling
Robert	M. (Bob)	Matthews	Active - Pastor Fieldstone - Mooresville
James	M. (Jim)	Mauldin	Active - Co-Pastor Hills/Pine Ridge - Westfield
Steve		McCutchan	Active - Pastor Highland - Winston-Salem
James	M. (Mac)	McDaniel	Retired
Angus	Walker	McGregor	Active - Interim Pastor Madison - Madison
Sam	Evans	McGregor, Jr.	Active - Pastor Siler City Presbyterian Church
Charles		McKee	Retired
Lacy	V. (Mac)	McPherson	Retired
Allen	C. (Al)	McSween	Retired
William	S. (Bill)	Metzel	Retired - January 1995
Judson	James(Jud)	Milam	Active - Pastor St. Andrews - Winston-Salem
John	L.	Milholland	Active - Pastor Fifth Creek & Old Providence

FIRST	MIDDLE	LASTNAME	STATUS
James	F. (Jim)	Miller	Active - Pastor Church of the Cross - G-boro
E. (Tom)	Thomas	Miller	Active - Pastor Forest Park - Statesville
Don		Mimbs	Retired - Stated Supply Clio & New Salem - Statesvil
Kay	Moser	Misenheimer	Retired moderator - Faith - Greensbo
James	A. (Jim)	Mitcham, Jr.	Retired - Stated Supply Shady Side - Lexington
H. Reid		Montgomery	Retired - Teaching UNC - Charlotte
Molly	Dotson	Morgan	Active - Pastor Madison - Madison
Allen	E. (Al)	Morrison	Retired
William	H. (Bill)	Morrison	Retired
Stephen	Andrew	Moss	Active - Pastor Thyatira - Salisbury
Lisa		Mullen	Active - Associate First - High Point
Joseph	(Joe)	Mullin	Retired
George	H.	Murray, IV	Active - Pastor First - Kernersville
Herbert	J. (Herb)	Nelson	Active - Pastor St. James - Greensboro
Lisa Faye	Traynham	Nelson	Active - Associate Pastor Prospect - Mooresville
Gail Porter		Nelson	Active - Campus Minister Winston-Salem State Universi
Robert	E.	Osman	Retired
Richard		Osmer	Active - Faculty Princeton Seminary
Darrell	A. (Ted)	Parker	Retired
J. Kent		Parker, Jr.	Retired
David	C.	Partington	Active - Pastor Shallowford - Winston-Salem
Frank	L.	Partridge	Active - Minister of Music Trinity - Winston-Salem
S. Curtis		Patterson	Active - Pastor First - Thomasville
O. (Bill)	William	Perrell	Retired
Jamie	B.	Pharr	Active - Stated Supply Bethany - Statesville
Steve	M.	Pharr	Member-At-Large - lawyer Petree, Stockton & Robinson
Joseph	L. (Joe)	Pickard	Active - Executive Director The Medical Benevolence Foun
Andral	B. (A. B.)	Plexico	Active - Pastor Hawfields - Mebane
George	A.	Ploger	Retired
Phillip	J.	Pogue	Active - Pastor Glendale Springs & Laurel
W. Clark		Porter	Retired

FIRST	MIDDLE	LASTNAME	STATUS
Michael		Poulos	Active - Associate First - Greensboro
Donald	G. (Don)	Price	Retired
James	L. (Jim)	Price, Jr.	Retired
John	A. (Jack)	Redhead	Retired
Catherine	J. (Katy)	Reed	Active - Hunger Action Enabler Salem Presbytery
Marie	P.	Reed	Active - Stated Supply Yanceyville - Yanceyville
Gerald	N.	Reiff	Retired
William	C. (Bill)	Rhodes	Retired
Leland	A.	Richardson	Active - Pastor First - Mocksville
Raymond	Walker	Riddleberger	Active - Pastor Old Town - Winston-Salem
Paul	N.	Ridolfi	Active - Pastor First - Mt. Airy
James	M. (Jim)	Rissmiller	Active - Pastor COMMUNITY IN CHRIST - G-boro
Russel	H. (Russ)	Ritchel, Jr.	Active - Pastor First - Winston-Salem
Jeannette	G. (Jean)	Rodenbough	Member-At-Large
Paul	S.	Ryoo	Retired - 12-31-93
Donald	G.	Scofield, Jr.	Active - Pastor Flat Rock - Mt. Airy
Dennis		Sebesan	Active - Pastor Jamestown - Jamestown
Grant	M.	Sharp	Active - Pastor First - Statesville
Carter	Anne (F)	Shelley	Member-At-Large
Page	R.	Shelton	Active Hospice - Yadkin County
Lester	E.	Sheppard	Retired
Jerold	D. (Jerry)	Shetler	Active - Pastor First - Greensboro
Ethel	C.	Simonetti	Inactive
Jeffrey	Dee (Jeff)	Smith	Active - Interim Memorial - Greensboro
Jerry	M.	Smith	Member-At-Large Petree, Stockton & Robinson
William	R.	Smith, III	Retired
Paul	R.	Snell	Active - Ordained in Other Wk. Contact Tel. Min. - Lexington
Stevan	A. (Steve)	Snipes	Active - Stated Supply Oakland - Statesville
Billy	F.	Sosebee	Active - Pastor Second - Lexington
Laura	Michael	Spangler	Active - Co-Pastor Trinity - Winston-Salem
Joe		Spears	Active - Pastor Mt. Tabor - Cleveland
Rollin	M. (Chip)	Steele	Active - Pastor Springwood - Whitsett

FIRST	MIDDLE	LASTNAME	STATUS
William	F.	Stephens, III	Active - Pastor Trinity - Elon College
Samuel	(Sam)	Stevenson	Active - Pastor Grace - Winston-Salem
Patricia	F. (Pat)	Stewart	Member-At-Large - Associate First Christian
Jamie	D.	Stimson	Retired
Larry	E.	Summey	Active - Pastor Franklin - Salisbury
David	Harold	Sutton	Active - Pastor Guilford Park - Greensboro
John	B.	Talmage	Active - Ordained in Other Therapist
Harry	S.	Thomas	Member-At-Large
Al	Franklin	Thomas, Jr.	Active - Pastor Speedwell - Reidsville
Glenn	C.	Thomason	Active - Counselor
Erich	W.	Thompson	Active - Associate Pastor Starmount - Greensboro
Dan	M.	Thornton	Active - Pastor Second - Salisbury
Robert	R.	Tolar, Jr.	Active - Associate First - Asheboro
John	G.	Truitt	Retired
Robert	L.	Turner	Retired - Stated Supply Joyce - Stoneville
William	D. (Bill)	Varker	Retired
Stan	Milton	Voth	Retired
Harold	F.	Waldruff	Retired
Rockwell	P. (Rocky)	Ward	Active - Campus Minister ASU
W. (Russ)	Russell	Ward, Jr.	Active - Pastor First - Asheboro
Michael	Arthur (F)	Warren	Active - Associate Executiv Salem Presbytery
Roy	E.	Watts	Retired
Worth	N.	Watts	Active - Pastor Glenwood - Greensboro
William	C. (Bill)	Weckerly	Active - Pastor Graham - Graham
Kellie	E.	Weekley	Active - Pastor / Associate Lansing / Mt. Jefferson
Robert	S. (Bob)	Wells	Retired
John	C.	Whitley	Retired
Norman	M.	Whitney	Active - Pastor Bethany - Graham
Daniel	Charles	Wilkers	Active - Pastor Parkway - Winston-Salem
John		Wilkerson	Active - Interim First - Lexington
Stephen	Howell	Wilkins	Active - Pastor Third Creek - Cleveland
Frank	C.	Wilkinson	Retired

FIRST	MIDDLE	LASTNAME	STATUS
Benjamin	F. (Ben)	Williams	Active - Ordained in Other Wk. Mental Health Center
Charles	(Charlie)	Williams	Active - Pastor First - Burlington
J. Gordon		Williams	Member-At-Large/Lab.Out.Bounds Foothills Presbytery
James	K. (Jim)	Wilson	Active - Pastor Sedgefield - Greensboro
William		Wing	Active - Pastor Unity - Woodleaf
John	A.	Womeldorf	Retired
Paul	D.	Woodall, Jr.	Active - Pastor Bethel - McLeansville
R. Scott		Woodmansee	Active - Pastor First - High Point
William	J. (Bill)	Wrenn, Jr.	Retired - 8-30-94
Richard	S. (Rick)	Wurst	Active - Pastor Stony Creek - Burlington
Christopher	E. (Chris)	Zorn	Active - Pastor John Calvin - Salisbury

APPENDIX H

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CHANGES IN TERMS OF CALL          DATE: 01-17-1995    PAGE:           1
NAME:                                CHURCH:               LOCATION:
Ann            Jahnes                Yadkinville- 62.5 %   Yadkinville
--------------------------------------------------------------------------
     7610.00    Salary                       4581.00 Pension/Medical
     1165.00    Social Security               344.00 Continuing Ed.
     7610.00    Housing All.                    0.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.          4 Weeks Vacation
     1500.00    Community mileage            2 Weeks Study Leave
    17885.00    Total Compensation          22810.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                                CHURCH:               LOCATION:
Stephen        Hundley               Prospect              Mooresville, NC
--------------------------------------------------------------------------
    27821.00    Salary                      10809.00 Pension/Medical
     2686.00    Social Security               750.00 Continuing Ed.
     3000.00    Housing All.                 2600.00 Auto. Expense
                Fur. & Util. Allow.
MANSE                      Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    33507.00    Total Compensation          47666.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                                CHURCH:               LOCATION:
Lisa           Nelson                Prospect              Mooresville, NC
--------------------------------------------------------------------------
    19000.00    Salary                               Pension/Medical
                Social Security               750.00 Continuing Ed.
     6350.00    Housing All.                 2900.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.                  Vacation
                                                     Study Leave
    25350.00    Total Compensation          29000.00 Total Cost To Church
--------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL          DATE: 01-17-1995    PAGE:            2
NAME:                                CHURCH:              LOCATION:
Paul          Ridolfi                First Pres.          Mount Airy
--------------------------------------------------------------------------
    23080.00    Salary                        14230.00 Pension/Medical
     3500.00    Social Security                1200.00 Continuing Ed.
    20000.00    Housing All.                   4400.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.                    Vacation
                                                       Study Leave
    46580.00    Total Compensation            66410.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                                CHURCH:              LOCATION:
Lisa          Nelson                 Prospect             Greensboro, NC
--------------------------------------------------------------------------
    15350.00    Salary                                 Pension/Medical
                Social Security                 750.00 Continuing Ed.
    10000.00    Housing All.                   2900.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.                    Vacation
                                                       Study Leave
    25350.00    Total Compensation            29000.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                                CHURCH:              LOCATION:
James         Rissmiller             Community In Christ  Greensboro, NC
--------------------------------------------------------------------------
    30330.00    Salary                                 Pension/Medical
                Social Security                1100.00 Continuing Ed.
    17400.00    Housing All.                   2700.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.                    Vacation
                                                       Study Leave
    47730.00    Total Compensation            51530.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                                CHURCH:              LOCATION:
Norman        Whitney, Sr.           Bethany              Graham, NC
--------------------------------------------------------------------------
    25275.00    Salary                        12415.00 Pension/Medical
                Social Security                 850.00 Continuing Ed.
                Housing All.                   4000.00 Auto. Expense
                Fur. & Util. Allow.
MANSE                      Tax Des.                    Vacation
                                                       Study Leave
    25275.00    Total Compensation            42540.00 Total Cost To Church
--------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL        DATE: 01-17-1995     PAGE:            3
NAME:                              CHURCH:                LOCATION:
Russell       Ward, Jr.            First Pres.            Asheboro, NC
-------------------------------------------------------------------------
    28923.00   Salary                        12884.00 Pension/Medical
     3532.00   Social Security                 500.00 Continuing Ed.
    13690.00   Housing All.                   2900.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.                    Vacation
                                                      Study Leave
    46145.00   Total Compensation            62429.00 Total Cost To Church
-------------------------------------------------------------------------

NAME:                              CHURCH:                LOCATION:
Richard       Wurst, Jr.           Stony Creek            Burlington, NC
-------------------------------------------------------------------------
    20200.00   Salary                         8579.00 Pension/Medical
     2150.00   Social Security                1200.00 Continuing Ed.
               Housing All.                   3600.00 Auto. Expense
     5300.00   Fur. & Util. Allow.            1900.00
MANSE                     Tax Des.            4 weeks Vacation
                                              2 weeks Study Leave
    27650.00   Total Compensation            42929.00 Total Cost To Church
-------------------------------------------------------------------------

NAME:                              CHURCH:                LOCATION:
Rockwell      Ward                 Appalachian Camp.Mi. Boone, NC
-------------------------------------------------------------------------
    24446.00   Salary                                 Pension/Medical
               Social Security                1000.00 Continuing Ed.
               Housing All.                   2900.00 Auto. Expense
               Fur. & Util. Allow.             407.00
                          Tax Des.            4 weeks Vacation
                                              2 weeks Study Leave
    24446.00   Total Compensation            28753.00 Total Cost To Church
-------------------------------------------------------------------------

NAME:                              CHURCH:                LOCATION:
George        Murray, IV           First Pres.            Kernersville, NC
-------------------------------------------------------------------------
    19754.00   Salary                                 Pension/Medical
               Social Security                 750.00 Continuing Ed.
     6520.00   Housing All.                   2900.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.            4 weeks Vacation
                                              2 weeks Study Leave
    26274.00   Total Compensation            29924.00 Total Cost To Church
-------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL          DATE: 01-17-1995    PAGE:        4
NAME:                               CHURCH:              LOCATION:
Shawn         Barkley               Crestwood            Greensboro, NC
---------------------------------------------------------------------------
    21900.00   Salary                                   Pension/Medical
               Social Security                  600.00  Continuing Ed.
     2280.00   Housing All.                    2900.00  Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.             4 weeks  Vacation
                                               2 weeks  Study Leave
    24180.00   Total Compensation             27680.00  Total Cost To Church
---------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
Don           Scofield              Flat Rock            Mt. Airy, NC
---------------------------------------------------------------------------
     9770.00   Salary                                   Pension/Medical
               Social Security                  375.00  Continuing Ed.
     3175.00   Housing All.                    1500.00  Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.             4 weeks  Vacation
                                               2 weeks  Study Leave
    12945.00   Total Compensation             14820.00  Total Cost To Church
---------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
Robert        Cleveland             Pittsboro            Pittsboro, NC
---------------------------------------------------------------------------
     7152.00   Salary                                   Pension/Medical
               Social Security                  313.00  Continuing Ed.
     6203.00   Housing All.                    1476.00  Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.             4 weeks  Vacation
                                               2 weeks  Study Leave
    13355.00   Total Compensation             15144.00  Total Cost To Church
---------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
Leland        Richardson            First Pres.          Mocksville, NC
---------------------------------------------------------------------------
    21436.00   Salary                         13230.00  Pension/Medical
     3596.00   Social Security                  630.00  Continuing Ed.
    20930.00   Housing All.                    5236.00  Auto. Expense
               Fur. & Util. Allow.              800.00
                          Tax Des.             4 weeks  Vacation
     1288.00                                   2 weeks  Study Leave
    47250.00   Total Compensation             67146.00  Total Cost To Church
---------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL           DATE: 01-17-1995    PAGE:           5
NAME:                                 CHURCH:              LOCATION:
Robert       Gant, Jr.                Alamance             Greensboro, NC
--------------------------------------------------------------------------
    20519.00   Salary                             8596.00 Pension/Medical
     2182.00   Social Security                    1000.00 Continuing Ed.
     8000.00   Housing All.                       1400.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.                4 weeks Vacation
                                                  2 weeks Study Leave
    30701.00   Total Compensation                41697.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                                 CHURCH:              LOCATION:
William      Hayes                    Smyrna Pres.         Wentworth, NC
--------------------------------------------------------------------------
     9000.00   Salary                                     Pension/Medical
               Social Security                     250.00 Continuing Ed.
     2700.00   Housing All.                       2900.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.                4 weeks Vacation
                                                  2 weeks Study Leave
    11700.00   Total Compensation                14850.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                                 CHURCH:              LOCATION:
William      Hayes                    Wentworth Pres.      Wentworth
--------------------------------------------------------------------------
    13860.00   Salary                                     Pension/Medical
     4158.00   Social Security                     250.00 Continuing Ed.
               Housing All.                       1800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE (YOKE)              Tax Des.                        Vacation
                                                          Study Leave
    18018.00   Total Compensation                20068.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                                 CHURCH:              LOCATION:
Warren       Brannon                  Shiloh Pres.         Burlington, NC
--------------------------------------------------------------------------
    17816.40   Salary                                     Pension/Medical
               Social Security                     500.00 Continuing Ed.
    11878.60   Housing All.                       3605.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.                4 weeks Vacation
                                                  2 weeks Study Leave
    29695.00   Total Compensation                33800.00 Total Cost To Church
--------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL       DATE: 01-17-1995    PAGE:          6
NAME:                            CHURCH:               LOCATION:
William     Jones                Reid Memorial         Mooresville, NC
-----------------------------------------------------------------------
    9500.00   Salary                                  Pension/Medical
              Social Security              9188.00 Continuing Ed.
    3175.00   Housing All.                 1450.00 Auto. Expense
              Fur. & Util. Allow.
                        Tax Des.           4 weeks Vacation
                                           2 weeks Study Leave
   12675.00   Total Compensation          23313.00 Total Cost To Church
-----------------------------------------------------------------------

NAME:                            CHURCH:               LOCATION:
R.          Woodmansee           First Pres.           High Point, NC
-----------------------------------------------------------------------
   43583.00   Salary                                  Pension/Medical
              Social Security              1071.00 Continuing Ed.
              Housing All.                 5150.00 Auto. Expense
              Fur. & Util. Allow.
MANSE                   Tax Des.           4 weeks Vacation
                                           2 weeks Study Leave
   43583.00   Total Compensation          49804.00 Total Cost To Church
-----------------------------------------------------------------------

NAME:                            CHURCH:               LOCATION:
Lucius      Gray                 Alamance              Greensboro, NC
-----------------------------------------------------------------------
   41692.00   Salary                                  Pension/Medical
              Social Security              1150.00 Continuing Ed.
              Housing All.                 2000.00 Auto. Expense
    2550.00   Fur. & Util. Allow.
                        Tax Des.           4 weeks Vacation
                                           2 weeks Study Leave
   44242.00   Total Compensation          47392.00 Total Cost To Church
-----------------------------------------------------------------------

NAME:                            CHURCH:               LOCATION:
James       Miller               Church of the Cross   Greensboro, NC
-----------------------------------------------------------------------
   18500.00   Salary                                  Pension/Medical
              Social Security               200.00 Continuing Ed.
    6900.00   Housing All.                 3365.00 Auto. Expense
              Fur. & Util. Allow.          1200.00
                        Tax Des.           4 weeks Vacation
                                           2 weeks Study Leave
   25400.00   Total Compensation          30165.00 Total Cost To Church
-----------------------------------------------------------------------
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CHANGES IN TERMS OF CALL         DATE: 01-17-1995    PAGE:           7
NAME:                                CHURCH:                LOCATION:
Dale          Davidson               Church of the Cross    Greensboro, NC
-------------------------------------------------------------------------
    11137.00   Salary                                  Pension/Medical
               Social Security                 319.00  Continuing Ed.
     2958.00   Housing All.                   1471.72  Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.            4 weeks  Vacation
                                              2 weeks  Study Leave
    14095.00   Total Compensation            15885.72  Total Cost To Church
-------------------------------------------------------------------------

NAME:                                CHURCH:                LOCATION:
Worth         Watts                  Glenwood               Greensboro, NC
-------------------------------------------------------------------------
    21300.00   Salary                         8982.00  Pension/Medical
     2280.00   Social Security                 500.00  Continuing Ed.
     6000.00   Housing All.                  44500.00  Auto. Expense
     2500.00   Fur. & Util. Allow.             600.00
                          Tax Des.            4 weeks  Vacation
                                              2 weeks  Study Leave
    32080.00   Total Compensation            86662.00  Total Cost To Church
-------------------------------------------------------------------------

NAME:                                CHURCH:                LOCATION:
Jeff          Falter                 Dogwood Acres          Asheboro, NC
-------------------------------------------------------------------------
    16600.00   Salary                         7368.00  Pension/Medical
     2720.00   Social Security                1000.00  Continuing Ed.
               Housing All.                   2900.00  Auto. Expense
     4300.00   Fur. & Util. Allow.            1200.00
MANSE                     Tax Des.            4 weeks  Vacation
                                              2 weeks  Study Leave
    23620.00   Total Compensation            36088.00  Total Cost To Church
-------------------------------------------------------------------------

NAME:                                CHURCH:                LOCATION:
Linda         Blessing               Pine Ridge             Pilot Mountain, N
-------------------------------------------------------------------------
     9700.00   Salary                         3801.00  Pension/Medical
     1038.88   Social Security                 275.00  Continuing Ed.
     3880.00   Housing All.                   1400.00  Auto. Expense
               Fur. & Util. Allow.             250.00
                          Tax Des.            4 weeks  Vacation
                                              2 weeks  Study Leave
    14618.88   Total Compensation            20344.88  Total Cost To Church
-------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL         DATE: 01-17-1995    PAGE:          8
NAME:                             CHURCH:              LOCATION:
James        Mauldin              Pine Ridge           Pilot Mountain, NC
-----------------------------------------------------------------------
     7780.00   Salary                       3801.00 Pension/Medical
      890.46   Social Security               275.00 Continuing Ed.
     3880.00   Housing All.                 1400.00 Auto. Expense
               Fur. & Util. Allow.           250.00
                          Tax Des.          4 weeks Vacation
                                            2 weeks Study Leave
    12550.46   Total Compensation          18276.46 Total Cost To Church
-----------------------------------------------------------------------

NAME:                             CHURCH:              LOCATION:
David        Partington           Shallowford          Lewisville, NC
-----------------------------------------------------------------------
    28564.00   Salary                       1200.00 Pension/Medical
               Social Security              1200.00 Continuing Ed.
     3000.00   Housing All.                 1200.00 Auto. Expense
               Fur. & Util. Allow.           520.00 1200
MANSE                     Tax Des.          4 weeks Vacation
                                            2 weeks Study Leave
    31564.00   Total Compensation          35684.00 Total Cost To Church
-----------------------------------------------------------------------

NAME:                             CHURCH:              LOCATION:
J.           Kivett               First Pres.          Reidsville, NC
-----------------------------------------------------------------------
    24000.00   Salary                       9800.00 Pension/Medical
     2899.00   Social Security               850.00 Continuing Ed.
    11000.00   Housing All.                 3000.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.          4 weeks Vacation
                                            2 weeks Study Leave
    37899.00   Total Compensation          51549.00 Total Cost To Church
-----------------------------------------------------------------------

NAME:                             CHURCH:              LOCATION:
Jesse        Bledsoe              First Pres.          Pilot Mountain, NC
-----------------------------------------------------------------------
    25789.00   Salary                               Pension/Medical
               Social Security               750.00 Continuing Ed.
     3000.00   Housing All.                 2900.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.          4 weeks Vacation
                                            2 weeks Study Leave
    28789.00   Total Compensation          32439.00 Total Cost To Church
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APPENDIX I

MINUTES OF SALEM PRESBYTERY COMMISSION TO ORGANIZE THE OAK RIDGE PRESBYTERIAN CHURCH
DECEMBER 4, 1994

The Commission to execute the instructions of Salem Presbytery to carry out all the actions necessary to organize the Oak Ridge Presbyterian Church met at the church facilities at 9:15 a.m. on Sunday, December 4, 1994. The meeting was called to order by Elder Moderator W. Erwin Fuller, Jr., with an opening prayer. The following were present:

Ministers: John Handley
John G. Truitt
Albert G. Edwards, guest (New Hope Presbytery)

Elders: W. Erwin Fuller, Jr., Moderator
Willie D. Garvin
Penelope Musson
Sam Zealy
Owen Cooke, guest

The two guests were welcomed and invited to sit with the Commission and to participate in the organizing activities. The Commission elected John Handley Clerk and empowered the Moderator and the Clerk to approve the Minutes after the activities were completed.

After organization and a quorum was determined to be present, the Commission joined the congregation in a worship service at 10:00 a.m. o'clock, the Moderator presiding. The Reverend Mr. Albert Edwards preached the sermon using as his text John 10:22-30 with the title,"The Shepherd, the Sheep, and the Sheep Dog."

Moderator Fuller presided over the organization of the church, adoption of the Oak Ridge name, election of Elders, calling the new congregation to order, and the election of Robert C. Evans, III as the first pastor. John Handley propounded the constitutional questions to the new minister and to the first Elders elected by the new church. Elder-elect Joe Warwick asked the constitutional questions of the congregation. John G. Truitt offered prayers of installation and, as appropriate, ordination for the pastor and new elders.

Robert C. Evans, III was declared Pastor of Oak Ridge Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) He then declared the new elders ordained, as appropriate, and installed. Penelope Musson charged the minister, Sam Zealy charged the elders, and Owen Cooke charged the congregation. The new minister offered the benediction.

The joyous occasion was concluded with a reception in the newly renovated fellowship room.

Meeting of the Administrative Commission for the Madison Presbyterian Church
August 27, 1992

The commission was called to order and led in a devotional and prayer by its moderator, Dale Davidson.

Present: Dale Davidson, Fred Cundiff, Z. Holler, Coy Stack, Mary Boyd Click & Lois Brake, members of the commission; also Rudy Boone, Moderator of Salem Presbytery; and John Hundley, General Presbyter of Salem Presbytery.

Absent: Jonathan Barker

Dale Davidson recognized Moderator, Rudy Boone, who stated briefly the reasons for the commission's appointment, expressed appreciation for the members' willingness to serve, and emphasized the importance of the task to be done.

John Hundley was then asked to present the background and history of the difficulties at Madison. The members of the commission took full notes for future reference.

Then John laid out the task and authority of the commission. The task, as set forth in G-9.0503 a(3) of the Book of Order, is "... to inquire into and settle the difficulties..." in the Madison Presbyterian Church.

Its authority as a commission of presbytery includes power to oversee the Church during its vacancy (G 11.0103 K), to remove the minister (G 11.0103 N, now vacant, the pastor having resigned), to assume original jurisdiction (G 11.0103 S), and to review session minutes and records (G 11.0103 X).

John urged immediate contact between the commission and session in order to assure the session of the commission's encouragement and support during this difficult time.

He also urged that commission and session meet soon to delineate the role of the session and the role of the commission as we begin our work together.

Concerning the purposes of the commission we agreed that at this point we see it as

(1) Supporting the officers and congregation in their efforts to understand and resolve their difficulties during this interim

(2) Supporting them and assisting them in healing and rebuilding relationships that have been damaged during recent months

(3) Supporting them in developing a common vision for the future and taking the steps necessary to move toward that vision together.

(Note: I edited these items a little, hoping to strengthen what we said. If you have ideas for future clarification we can discuss them and make changes at our next meeting. ZN

We further authorized our moderator to arrange a meeting with the Madison session on September 2 or September 9, at the church, 7:00 - 8:30 PM, this meeting to be followed by a meeting of the commission to plan next steps.

We agreed on the following agenda for the meeting with the session

(1) Introduction of ourselves individually, along with concerns and experience that we bring to this task

(2) Introduction of session members individually with whatever comments they wish to make about themselves

(3) Introduction of the commission, its task as set forth in the Book of Order, authority, and its purposes as we understand them at this point.

(4) A devotional (worship) with them

(5) A period of discussion (listening) devoted to securing the following information which shall be requested of the sess members:

  (a) Tell us who you are as a church, this church's story, character, etc.

  (b) Tell us why you individually, joined and have remained member of this church.

  (c) Tell us how you understand the present situation--how and why it came about, as you see it.

(6) Following this discussion, which we hope will put the pres situation in a broader perspective, we will ask "What are the most pressing needs of your church at the moment?"

Our goal is to finish the above agenda by 8:30, after which we ca meet and determine next steps.

One further item was discussed: How do we communicate to officer and members of the church who contact us individually between our meetings?

Answer:

(1) We listen carefully.

(2) We remind them that any responses or comments we make are ours personally, not those of the commission.

(3) We remind them that Dale Davidson, our moderator, is the only one who speaks for the commission.

(4) We decline to receive any information given by a person who wishes to remain anonymous.

Respectfully submitted,

Z. Holler

DEACONS

Betsy Carr
263 Woodhaven Dr.
Stoneville, NC 27048
548-2822

Al Jolly (Moderator)
386 Deerwood La.
Stoneville, NC 27048
427-3331

Diane Joyce
141 St. Andrews Dr.
Stoneville, NC 27048
427-3330

Don Joyce
155 Oakgrove Dr.
Stoneville, NC 27048
427-0026

Janet Silvers (Secretary)
PO Box 229
Madison, NC 27025
548-2990

Roy Smith
PO Box 443
Madison, NC 27025
548-2253

Bill Walker
304 W. Decatur St.
Madison, NC 27025
427-2362

Jeff Wall (Chair, Building and Grounds Committee)
508 W. Decatur St.
Madison, NC 27025
427-3150

ELDERS

John Dowdle
402 W. Luola St.
Madison, NC 27025
548-6758

Barry Joyce
141 St. Andrews Dr.
Stoneville, NC 27048
427-3330

Ron Joyce
421 Lakeside Dr. Extension
Stoneville, NC 27048
427-0026

Julie Joyce (Chair, Strengthening Committee)
421 Lakeside Dr. Extension
Stoneville, NC 27048
427-0026

Don Morrison (Chair, Witness and Service Committee)
327 Throckmorton Rd.
Madison, NC 27025
427-5952

Marty Richwine (Chair, Worship Committee)
307 Shale Rd.
Madison, NC 27025
548-6853

Peggy Sealy (Clerk of Session)
501 Woodland Dr.
Madison, NC 27025
548-9854

Micky Silvers
PO Box 229
Madison, NC 27025
548-2990

Anthony Wall (Chair, Finance Committee)
PO Box 42
Mayodan, NC 27027
427-3610

MEETING OF THE ADMINISTRATIVE COMMISSION
FOR THE MADISON PRESBYTERIAN CHURCH
PRESBYTERIAN CHURCH OF THE COVENANT
SEPTEMBER 16, 1992

Dale Davidson, Moderator, led in an opening devotional and prayer based on 2 Corinthian 5. All members of the commission were present.

Travel expense sheets were distributed.

Dale presented an agenda for the meeting.

1. Information gathered by Dale concerning possible interims:
   Weldon Seal, Jr. is a Baptist minister interested in becoming a Presbyterian. It was agreed that we need a Presbyterian for this task.

   Information about Harry Phillips was circulated for members of the commission to review (Harry's now seeking a call though he might consider this meantime).

   Max Deal, who served as interim before the calling of Charles Clubb, is seeking a call but would consider this situation with the provision that a full time call would take precedence over any interim relationship. He is considerably experienced as an interim.

   Jerry McCann was not contacted; Dale will continue trying.

   Molly Morgan, part time associate at Southern Pines is interested in this interim. She lives in Reidsville and would like to get back to this area. She knows the community.

The commission discussed whether designated pastor might be the sort of relationship that would fit in this situation. Also: discussed were the relationship of interim pastor and stated supply.

Action: The commission decided to place before the Madison session the names of Jerry McCann, Harry Phillips, and Molly Morgan as pastors who might serve well in a temporary relationship during the coming months.

Dale will write a letter placing the names above before the session and suggesting that if the officers or members have further names these should be sent to us so we can secure PIF's and other relevant information about them.

Also to be mentioned in Dale's letter is our willingness to meet with session alone or with joint officers for our future conversations together.

We will pass around responsibility for devotions for our separate commission meetings but leave devotionals to the Madison officers when we meet together with them.

Our next meeting will be with the Madison session on October 5, 7:00 PM, when we will discuss with them the interim possibilities (including financial matters related to this) as well as specific tasks that need to be accomplished during the interim period. Meantime the moderator will inquire into the arrangements and responsibilities involved in the church's continuing financial relationship with Charles Clubb.

The moderator adjourned the meeting with prayer at 9:50 PM.

To: The Session, Madison Presbyterian Church
From: Dale Davidson, Moderator, Salem Presbytery Administrative Commission
Date: September 18, 1992

It was good to meet with you on September 9. We heard your pain, your questions, your hope, your determination. We saw a group of officers who, though tired and hurt by the recent conflict in the church, are dedicated to continue to work through Madison Presbyterian Church to do Christ's work. We met people both capable and willing to take on the task of restoring trust among themselves, within the congregation, and between the congregation and officers. We read with great interest the September church newsletter which communicates a marvelous spirit of hope, affirms the work of many members, and looks ahead to where the church seeks to go. We are optimistic about our work together.

You named the following pressing needs:

- to secure an interim pastor;
- to get on with the business of the church;
- to provide fellowship opportunities that help rebuild community;
- to restore confidence and trust in the Session;
- to continue Session visitation with the members who have become disaffected.

You have already begun several of these, and we want to do everything we can to help you find the right person for the interim period. Two people seem very well suited for the position. We believe that either the Rev. Molly Morgan of Reidsville or the Rev. Harry Phillips of Louisville, KY could help you and the church get on firm ground and focus on the future. As soon as I have their Personal Information Forms, I will forward them to you. You may be aware of other possible candidates; if so, would you please let us know who they are.

We have been using the term, "Interim Pastor", but there are actually three possible temporary relationships that you might consider: Stated Supply (G-14.0513 a), Interim Pastor (G-14.0513 b), and Designated Pastor (G-14.0502). Please consider each one carefully before we meet on October 5. Having three distinct choices will increase your flexibility as you weigh your pastoral needs for the interim time, your budget obligations, and your future permanent pastoral relationship.

When we meet with you on October 5, we would like to do these things:

- to learn how you have decided to fund an interim position.
- to consider the names we have recommended.
- to discuss what the interim person and Madison Presbyterian will need to accomplish together. It will be useful to set some specific goals to help you and us to gauge when the healing is sufficient and it's time to move to a permanent

pastoral relationship.

- to establish a time table for securing an interim.

You had asked to invite the Deacons to the September 9 meeting. It was helpful to hear their perspectives. If you want to include them in future meetings, please do so.

Thank you for the work you are already doing toward reconciliation.

cc:the Rev. John Truitt

MEETING OF THE ADMINISTRATIVE COMMISSION
FOR THE MADISON PRESBYTERIAN CHURCH
SEPTEMBER 9, 1992

The commission met with the elders and deacons of the Madison Presbyterian Church in the church hall. All members of the commission were present and all members of the church session were present except Barry Joyce. Deacons Don Joyce, Janet Silvers, Bill Walker and Jeff Wall were also present.

Dale Davidson called the meeting to order and John Truitt, interim moderator of the session, led the group in prayer.

Dale then introduced the proposed agenda prepared by the commission:

(1) Commission members will introduce themselves individually.
(2) Officers of the Madison Church will introduce themselves individually.
(3) Moderator Davidson will review the charge and the authority of the commission.
(4) Commission member Lois Brake will lead the group in worship.
(5) The officers present will introduce the commission to the church's history and character, tell why and how they came to be members, and tell how they understand recent developments and the present polarized situation.
(6) The officers will be asked, "What are this church's most pressing needs at the moment?"

This agenda was agreeable to all present.

Commission members proceeded to introduce themselves and the officers to introduce themselves.

Moderator Davidson then defined the commission's task and authority in accord with appropriate sections of chapters 9 and 11 of the Book of Order. She stressed that the commission has no interest in affixing blame for the church's troubles but wishes to support the church and its officers in dealing forthrightly with their present feelings and conflicts, seeking mutual understanding and reconciliation, and establishing a solid basis for moving ahead together toward fulfillment of the church's mission. She stressed that the commission wants to operate always openly and candidly. As moderator she will speak for the commission. The commission members individually and as a group will be open to information from the officers and members of the church, with the understanding that the sources of all such information be clearly stated (no anonymous information) and that once received it will be shared with the rest of the commission and with presbytery if the commission should deem that appropriate. Finally, Dale stated that the commission will be happy to help the church secure a suitable interim pastor.

Lois Brake then led the group in worship based on Philippians 4:10-13.

Next the officers were requested to tell the commission something of the church's history and character and of how they came to be members of it.

Some major themes of this discussion were these:

- this is not a transient church; most members have been here many years, some for generations
- it is like an extended family, very caring of one another; we and our children all know one another personally

- for many the church relationships are basic not only to their religious but also to their social activities, where members often find themselves "talking church"
- the church has "grown up" in recent years in the areas of service and outreach
- the most important aspect of the church's life is relationships of love and care by which members sustain one another through life's crises
- this care has continued in significant instances despite differences of opinion and feeling about recent events.

The moderator next asked the officers to tell how they understood the recent events an division in the church's life.

Some of the officers' comments (not exact quotes) were these:

There is much I don't understand. I've tried to listen to everybody's concerns but it's still hard to see justification for causing another pain (i.e. Charles Clubb?).

People I have loved and respected for years have been destroyed emotionally during the past year by things that have happened. We have lost members, even lost hope some times.

Lack of bonding with the pastor started early with confrontations over what he was or was not doing to support the church's efforts. These led to lack of trust in him...we asked presbytery early for help, and when presbytery arranged meetings with those who had complaints, others who liked the new pastor felt left out and it got to be "us vs. them." On one side were those upset with Charles and on the other, those who liked him and didn't understand why their fellow members were upset.

I have trouble talking about "groups" because there was never an organized discontente group--only a growing number of people who had similar experiences and concerns. Thei concerns were being passed on to session members and got them involved. Of course others were involved too.

Session started getting information a year ago and very soon called presbytery for hel to turn things around. Presbytery, with no competent professional group in place to help us, got together an ad hoc group that called in outside consultants. Presbytery needs competent professionals who can come in and deal with such situations step step.

What does this "lack of bonding" that we talk about mean?

It means that people were early put off by Charles' manner and way of handling things and quickly concluded that he couldn't be our pastor.

Harold (former pastor) had been here a long time and we had helped him through a difficult period of illness, so we were ready for a new minister, looking forward to new energy and leadership. When that didn't seem to materialize with Charles there were conflicts between him and the teachers, youth leaders, et al. who wanted his support. I don't know how deep the conflicts were. Unless you were active you didn't know what was happening. Even now many people we've visited don't understand. They are not leaving the church--just needing time to heal. As for the ones who were upset with Charles, the presbytery people urged them to be open and confront him, which they did even though it was a painful, tough experience. After that, polarization seemed inevitable. But now we are ready to get back to work together.

People who weren't discontented still want a satisfactory "reason" why we voted to have Charles leave; but there's no one clear "reason." Many things went into it, especially lack of trust. It was very hard.

Commission member: Why this lack of trust?

It started when he said he worked some place where he hadn't. But the big thing was, he couldn't admit to his mistakes. His style was defensive, not up front. He wouldn't get things going--had no answer to the question "what's your role in getting things going?" We were trying to get him to get things done--we were tired after helping our former pastor get over an illness.

Moderator: Would things have turned out okay if you had been as involved and supportive as your seem to be now?

I don't think so.

It was in one-on-one situations with people who had jobs to do that Charles seemed inept. He did okay in crisis situations and in pastoral things--but not in getting things done.

Yes. Early on there were minor things that needed doing and weren't getting done. We had a meeting, told him things that needed doing and made suggestions how to do them. But Charles was unresponsive, made excuses, blamed others, denied problems. Both Charles and presbytery concluded that the problem was that we had not broken our emotional ties with Harold, but this was not the problem; the reason things got so bad was that Charles was unresponsive. We got divided over that and then polarized when Charles started seeking out supporters rather than dealing with the church's problems. This pushed people farther and farther apart.

If that hadn't happened our early meetings for reconciliation with him might have been successful and we could have moved ahead without the rest of the congregation getting involved.

Question by an officer to fellow officer who just spoke: What kind of minister could you manage?

I don't think it was a matter of control.....

Yet it was. With Charles it was a matter of control.

I don't think the session was looking for control.

The problems were brought to the session; they didn't start there.

Commission member asked: What are the relationships within the congregation at presen

They are like family relationships when a family is working through problems.

I hate to see people hurting. I can be happy, then think of the church and the members hurting and it saddens me.

Well, the important thing is to get on with it. Some of the members out there won't come back; some will. We probably won't ever agree--all of us--on these things but we need to move on and to hold no grudges.

At this point some of the commission members offered feed-back on what they had heard. The officers accepted the feedback positively, especially the recognition of their ange at presbytery's role and the suggestion that their feelings and thoughts were very like those expressed afterwards by parties to a divorce: anger, disappointment, puzzlement as to where things went wrong, and awareness of the need to recognize the pain and sadness and then move ahead.

At this point the moderator thanked the officers for speaking honestly with us and wit one another and suggested we move to the next question: What are the pressing needs o the church now?

One officer responded with a question: Will the needed healing process go on naturally now or are there specific things we should do?--maybe not to reach consensus but at least to reach better understandings.

Response of commission members: The healing will take place as in a family, through continued dialogue--the way God and Israel keep it together in the Bible.

Sometimes it is important to suspend judgment in situations like this and just listen to each other's stories.

You may be wondering, what good does continuing discussion of these painful things do? The answer is, it helps to restore trust.

One of the officers moved back to the discussion of pressing needs of the church. The identified these:

(1) Secure an interim pastor to restore stability and focus so the church can move ahead (changing pastoral leadership week by week is disruptive to regaining direction).
(2) Get on with the business of the church.
(3) Provide fellowship opportunities to rebuild community.
(4) Restore confidence and trust in the session on the part of those who disagreed with its actions during the crisis.
(5) Undertake further session visitation of the disaffected.

(Commission member: Why not have regular "meet the session" meetings where people cou come to session with their questions and their feedback.)

(6) Plan events structured to build community.

Problem voiced by an officer: We need a full time interim but can afford only part time because of the expense of the severance package for Charles.

The moderator indicated that the commission is aware of that problem and will keep it in mind as we help with securing a suitable interim.

The joint meeting was then closed with prayer by Lois Brake and the two groups continued in separate locations.

The moderator mentioned names that had come to her already as possible interims: Weldon Seal, Max Deal, Jerry McCann, Harry Phillips, Molly Morgan. No doubt there will be more.

The commission reaffirmed our policy of openness to talk with officers and members of the Madison church with the understanding that the sources of all the information they give us must be identified and the information itself will be shared with the commission (also with presbytery when appropriate).

We agreed to meet next with John Truitt on September 16, 7:00 PM at the Church of the Covenant, Greensboro, and with the session (if possible) on October 5 at 7:00 PM in Madison.

The meeting was then adjourned.

MEETING OF THE ADMINISTRATIVE COMMISSION
FOR THE MADISON PRESBYTERIAN CHURCH
PRESBYTERIAN CHURCH OF THE COVENANT
OCTOBER 5, 1991

JOINT MEETING WITH DEACONS AND ELDERS

PRESENT FROM THE COMMISSION: Dale Davidson, Z. Holler, Lois Brake, Coy Stack, Mary B. Click, Fred Cundiff. ABSENT: Jonathan Barker. John Handley, Salem Executive Presbyter and John Truitt, Moderator of Session, were also present.

John Truitt, moderator, opened the meeting with prayer. After introductions, Peg Sealy read the letter from Dale Davidson to the Session of Madison. (see attached)

The moderator indicated that the process of contacting an interim had begun. Ron Joyce related that Marty Richwine and Anthony Wall and he had interviewed with Rev. Molly Morgan and had heard her preach on October 4 in Southern Pines. They expressed a desire to get an interim on board by Advent. Rev. Harry Phillips could not be reached. A meeting of a committee of the Session was held last Monday night to put together possibilities for funding a part-time interim through already existing investments. A $40,000/year package was discussed as the maximum amount that could be afforded for one year. A 2-3 day work week, plus Sunday was the maximum. Jerry McCann is no longer available to be considered for the position. Julie Joyce the talked with Harry Phillips over the telephone. He would need supplementary work to add to his income. The committee expressed an openness to the categories of Stated Supply or an Interim. They did not feel ready to have a Pulpit Nominating Committee at present; therefore, they will not consider the designated pastor category. There was much discussion about the temporary pastoral categories and what would be best for Madison. Dale expressed the commission's desire for healing and that the session not rush too hastily into calling an interim. The session decided to try to contact Harry Phillips one more time.

Dale led the group in a discussion of the tasks which the officers hoped the interim person would accomplish. The following suggestions were made:

1) Need for visitation in the homes; helping officers do visitation.
2) Efforts at "healing"; facilitate "openness" among members; listen to the people's "story", their hurts and their joys.
3) Help church envision "who we want to become" without setting up a rigid framework.
4) Help prepare the church for new leadership.
5) Need for fellowship events to bring back folks who have stopped coming. (Note was made that 2 deacons had clearly resigned over the controversy and 1 resigned because of an illness; another has also resigned.)
6) Need for "strong spiritual leadership."

Some session members mentioned the desire to have Molly Morgan meet with officers and/or come and preach. The suggestion was made that Marty Richwine call Harry Phillips on the telephone and ask if he would like to get together with them the weekend when he is in the area. They will let Z. Holler know if he would like to preach at the Church of the Covenant in Greensboro.

The moderator asked Dale Davidson to adjourn the joint meeting with prayer.

Respectfully submitted,
Mary Boyd Click

MEETING OF THE ADMINISTRATIVE COMMISSION
FOR THE MADISON PRESBYTERIAN CHURCH
PRESBYTERIAN CHURCH OF THE COVENANT
NOVEMBER 25, 1992

PRESENT: Dale Davidson, Z. Holler, Lois Brake, Fred Cundiff, Jonathan Barker, and Interim Moderator, John Truitt; also Molly Morgan. ABSENT: Mary Boyd Click, Coy Stack.

Dale opened the meeting with prayer.

Molly was invited to ask questions of the commission. She responded by asking our thoughts concerning her call to the interim responsibility at Madison.

The members of the commission and John Truitt all shared their perspectives with Molly.

We all agreed that it should be left to Molly to determine her approach to establishing a helpful relationship with the former pastors, Charles Clubb and Harold Waldruff. We will stand by to support her efforts and at a later date will arrange to meet with the two former pastors in order to report to them on our work and solicit their perspectives and their support for our efforts and Molly's.

The commission authorized Dale Davidson to communicate to the session our desire that they negotiate with Molly a contract that will spell out the details, financial and otherwise, of the interim relationship.

The meeting was adjourned with prayer by Dale Davidson.

403 Victoria Street
Greensboro, N.C. 27401
December 3, 1992

Session of Madison Presbyterian Church
Peggy Sealy, Clerk
501 Woodland Drive
Madison, N.C. 27025

Dear Members of the Session,

Congratulations on your upcoming pastoral relationship with Molly Morgan! The Administrative Commission is very hopeful about the next year for you.

Since your arrangements with Molly are not in the form of a "call", negotiated through the Presbytery Committee on Ministry, they should be formalized through a three-party contract between the Session, Molly, and the Administrative Commission, setting forth the expectations of the position as well as the salary and benefits. I have asked Jud Milam from the Committee on Ministry to advise you about options for apportioning salary and benefits. [Jud is the pastor of St. Andrews Presbyterian Church in Winston-Salem. The telephone number is 919-377-2619.] Please consult with Molly as you draw the contract. I will sign on behalf of the Commission.

Again, our congratulations and best wishes for your relationship.

Peace,

Dale

Dale Davidson

MINUTES
of the
Administrative Commission of Salem Presbytery
for Madison Presbyterian Church
January 26, 1993

Members present were Jonathan Barker, Lois Brake, Mary Boyd Click, Fred Cundiff, Dale Davidson, Z Holler.

The Moderator opened with prayer. Dale related that Peggy Sealy of Madison Presbyterian Church was asked for some of the Minutes of Session meetings, in particular, those of January 1992, when the Session first began to confront Charles Clubb. Dale recommended that the Minutes not be released. The Commission concurred; but noted that it is the decision of the Session to do so or not.

Dale shared a recent newsletter from Madison.

The Session at Madison asked if a PNC could now be elected. Dale read from the consultants' report recommending that the church have an interim pastor for a full year before electing a PNC. This recommendation will be passed on to the Session.

The focus of the meeting centered around Session members' concern that Charles Clubb's activities and conduct in the community might constitute a violation of his separation agreement with the church or even a violation of his ordination vows. The allegations include

- that he made a phone call to Howard Day (and perhaps others) with derogatory comments about the present interim minister, Molly Morgan;
- that he leads a prayer group/ Bible study composed of some of the dissatisfied members of the Madison Church;
- that he has an incorporated woodworking business which produces income;
- that he might not be pursuing a call as actively as necessary;
- that his mail continues to go to the church;
- that members of the church have made financial contributions to him and his family.

The Commission discussed the implications of each of these allegations as they would affect the church's responsibility to continue to pay Mr. Clubb and as the Presbytery continues to have oversight of his vocation.

At 2 p.m., Mr. Clubb came before the Commisssion. Responding to the above concerns, he

- denied making comments that might undermine Molly Morgan's ministry at Madison (later, he noted that he had discussed the matter with Howard Day, in a phone call that Howard Day had initiated; but, since Mr. Day is a minister, he considered the conversation to be privileged and not subject to the same restrictions as one with a congregant);
- denied any participation in any prayer groups or conversation about the church--a Christmas party supper in a couple's home has been the extent of his socializing with church members (although his wife continues to see people from the church);
- stated that his woodworking business is a therapeutic hobby, that it is not incorporated (he made up the name "Clubbcraft" in order to attend a trade show), and that he did some contract work for a Fayetteville company and has no plans to continue;
- noted that he attended Face-to-Face in the Fall, is in conversation with a church from that meeting, and will attend Face-to-Face in the Spring;
- said he is enrolled in a D. Min. program through McCormick Seminary, due to begin in March and involving a 4-5 day committment per quarter in

Lynchburg;

- emphasized his efforts to remain "professional" about ministry, including talking to several families in an attempt to convince them to go back to the church, and refusing an offer to start a new church in the area;
- denied receiving any contributions from members since leaving, but recalled a $24,000 gift from member Dalton McMichael when he was about to purchase a house last year.

Mr. Clubb brought up his concerns about the church: inadequate record-keeping for designated contributions that go to other institutions; funds invested privately with a church member instead of with Presbyterian Foundation; husband and wife serving on the Session at the same time.

The Commission strongly encouraged him to broaden his search for a call. It reminded him of the need for peace and unity in the church and urged him to take a pro-active stance whenever he met church members. It suggested that he defer his D. Min. program until Fall.

Jonathan Barker closed the session with Mr. Clubb with prayer.

The Commission discussed the conversation and decided to request a meeting soon with the Madison Presbyterian Church Session to report out on this meeting and to raise questions about their financial management.

Respectfully submitted,

Mary Boyd Click and Dale Davidson

MINUTES
of the
Administrative Commission of Salem Presbytery
for Madison Presbyterian Church
February 7, 1993

The Commission met with the Session of Madison Presbyterian Church. Commission members present were Lois Brake, Mary Boyd Click, Fred Cundiff, Dale Davidson, Z Holler.

Session Moderator Molly Morgan opened with prayer at 2:30 p.m. After introductions around the table, Dale gave an overview of the Commission meeting with Charles Clubb on January 26. Other members of the Commission added their impressions of the conversation. After some discussion, the Session agreed that, to pursue looking for violations of the separation agreement would only prolong the emotional drain on the church. The Session and congregation will try to get beyond their grief as well as their worry that Mr. Clubb is not playing above-board.

Commission members raised the question about financial management and reporting. Session and treasurer agreed that all contributions should come before the Session for acceptance and that the Session would also make the decisions about all outgoing contributions. Marty Richwine will speak with Dalton McMichael about the new policy and the policy will be published to the congregation. The Commission emphasized to the Session the power of money and the need for the Session to govern the money supply.

There was discussion about the propriety of a church member giving large sums of money to the pastor or even to the church itself, thus denying the congregation full participation in the financial mission of the church.

The meeting ended with prayer at 4:30 p.m.

Respectfully submitted,

Dale Davidson

ADMINISTRATIVE COMMISSION FOR MADISON PRESBYTERIAN CHURCH
9 September 1993
1:30 p.m.

Members present: Jonathan Barker, Lois Brake, Dale Davidson, Z Holler. Guest: Molly Morgan.

Z opened the meeting with prayer. Dale noted that Mary Boyd Click will no longer serve on the commission, having moved to Springfield, VA. Coy Stack was ill.

Molly gave an update on the Madison Church. They had an active and productive summer. Molly has visited each member at least once, just to listen. Evidence of healing among the members includes some letting-go of hurt and anger, and a resurgence of energy and health--wanting to do things together as a congregation. Only 2 families have left the church; and one family which remained has remained inactive. The Session seems to be taking seriously its responsibility for financial oversight.

There was discussion about the Session's present ability to respond to conflict without splitting apart; about whether or not a church and its members should be open about financial matters (illuminating for all commission members); about the pastoral tasks remaining for the interim period--clarifying what the church is called to be and do, reminding of God's continuing presence with them, reconnecting with Presbytery, and particularly, in helping members be able to love and let to--to get close to the minister (or others), even though the other cannot guarantee a long-term stay.

There has been considerable interest at Madison in having Molly stay as permanent pastor. It is not possible for an interim to become the next called pastor, but Mike Warren advises of the possibility for Molly to continue as interim for an unspecified number of annual terms. After some discussion, the commission and Molly concluded that a better approach might be to restate the purpose of an interim--to help a church prepare for a new called pastor--and for Molly to focus her efforts there for the next several months. Then, during a second (and presumably last) term as interim, she can help the PNC understand the needs of the Madison Church and guide its process toward finding the right person.

The commission will continue to affirm the Madison Church for what it is doing. Their positive relationship with us may begin to move them past their suspicion of Presbytery. We will continue to be Molly's resource and sounding-board.

The meeting adjourned at 3:00 after a closing prayer by Lois.

MINUTES
# of the
ADMINISTRATIVE COMMISSION FOR MADISON PRESBYTERIAN CHURCH
11-3-93

This meeting was called by Mike Warren, Associate Presbyter for Care and Development of Leadership, at the request of several officers and members of the Madison Church in order to explore possibilities of Molly Morgan being called as permanent pastor.

Present were Commission members Jonathan Barker, Lois Brake, Fred Cundiff, Dale Davidson; Molly Morgan; Presbytery staff members John Handley and Mike Warren.

Mike opened the meeting with prayer.

Question: Has there been healing?
Answer: There is considerable healing in personal relationships and in feelings about the church and Session. Whether the healing extends to an ability to work with one another through crisis is yet to be seen.

Question: Is Harold Waldruff inappropriately involved in the church?
Answer: He does not intrude in the daily life of the church. However, he accepts every invitation to participate in weddings, funerals, baptisms. Molly early on asked him to let members know he would (only) assist the current pastor.

Question: Is Betty Waldruff inappropriately involved?
Answer: Certainly she was while Charles Clubb was pastor. Her relationship with Molly is good. However, her election as deacon this Fall calls for caution.

Question: Is the church ready to call a pastor?
Answer: There are still interim issues--grieving the past, getting ready for the future.

The Commission maintained its previous opinion that Molly could best serve Madison by being its interim pastor--helping them prepare to call a permanent pastor. Mike thinks the Session may argue that Molly should not have been called as interim, since the church has not had a Pastor Nominating Committee, which the Book of Order includes in the description of a church calling an interim. Nonetheless, it would be necessary to overture the General Assembly to get a waiver for Madison to call Molly--a two-year proposal with no guarantees of success. It would be possible for Molly to become Stated Supply for renewable terms. The risk is that a church with a history of contentiousness and a history of fighting over or with its ministers might consider itself to have less commitment to a Stated Supply than to a called pastor. The Commission, staff, and Molly agreed that helping Madison learn to live with itself, to deal with conflict in a healthy way, to understand its mission, and to seek a pastor appropriate for the church is Molly's continuing task as interim. It will help the church if Molly can tell them she will not consider being called to any other position there.

The Commission, John, and Mike will meet with the Madison Session on Monday, Nov. 29 at 7:00 p.m. (at Madison). [Greensboro folk--please meet at Church of the Covenant at 6:15 p.m. to carpool.]

Madison Presbyterian Church

204 W. Decatur Street
Madison, North Carolina 27025
Phone 919-548-9340

September 9, 1993

Clerk of Session:

At our scheduled meeting on August 23, 1993, we had a discussion concerning our future with Molly Morgan. This conversation turned into a motion which was unanimously approved. This motion is being presented to the Session through this note.

We feel that our time with Molly has been very special. Her diligent work, creativity, genuine caring, and warmth have captured our hearts. Pat Morgan's presence has also meant a great deal to us all.

We formally recommend that Molly be called permanently. We ask the Session to convey to Presbytery our desire to waive any restrictions that would inhibit this.

We feel that now is the time to address this concern. The Diaconate would welcome further discussion and/or a joint meeting on this matter.

Sincerely,
Al Jolly

Al Jolly, Diaconate Chair

Martha Webster
Toby B. Wall
[illegible] Joyce
[illegible]
Janet Silvers
K. William Walker

[illegible] M. [illegible]
[illegible] Wall

November 29, 1993

MEETING OF JOINT BOARDS WITH ADMINISTRATIVE COMMISSION
AND
SALEM PRESBYTERY REPRESENTATIVES

The Board of Deacons and Session met in special session with the Administrative Commission and Salem Presbytery representatives on Monday, November 29, 1993 at 7:00 p.m. in the Fellowship Hall.

Present: Administrative Commission members - Rev. Dale Davidson, Chairperson; Coy Stack, Rev. Jonathan Barker and Rev. Zee Holler.
Representatives from Salem Presbytery - Rev. John Handley, Executive Presbyter, and Rev. Mike Warren
Session - Ron Joyce, Marty Richwine, Don Morrison, Micky Silvers, Peggy Sealy, Charles Rodenbough, John Dowdle, George Penn, and Rev. Molly Morgan, Moderator
Deacons - Al Jolly, Bill Walker, Janet Silvers, Toby Wall, Martha Webster, Lou Miracle, Jeff Wall and Donald Joyce.

Rev. Morgan greeted the guests and asked that Rev. Dale Davidson open the meeting with prayer.

Copies of a letter, written by the Diaconate and sent to the Session, conveying a plea to keep Molly as minister, were passed out. Charles Rodenbough made a statement to the Administrative Commission members and Presbytery representatives, eloquently conveying the position in which Madison Presbyterian Church finds itself as regards the interim pastorate of Rev. Molly Morgan. He cited the love and high regard in which she is held by the congregation, the dramatic come-back of the church after our period of hurt, the increased attendance and activities, the great response to the stewardship campaign, and the renewal of spirit and vitality in the congregation today. He explained the misunderstanding or misconception under which Session members labored over distinctions in the calls of "Interim Pastor" and "Stated Supply" at the time Molly was called. The Session understood that "Stated Supply" would be appointed by Presbytery with no say by the Session or congregation. Charles expressed the fervent desire of the majority of members that Presbytery help find a way to keep Molly as installed pastor. He also expressed appreciation for the support Presbytery has given us in the past 3 years. The Commission and Presbytery representatives agreed that Charles had put forth persuasive testimony and they sympathized with our dilemma. They said, however, the the Book of Order was explicit in G-14.0513 that an interim pastor may not be called to be the next installed pastor. Individual and collective ideas that emerged from further discussion were:

1) that we go to Presbytery and ask "forgiveness" of the interim call, citing our misconception of the call and giving the testimony as put forth by Charles Rodenbough,
2) that in order to begin this process, we write a letter of request to the Administrative Commission who, if unanimous, will....
3) present the request to the Committee on Ministry who must approve. If so, they will ...
4) present the request to Presbytery, where it will have to be unanimously voted upon on the floor.

Commission members and Presbytery officials were pessimistic that the request would pass all stages. It was suggested that the Session might request that the interim call be extended to at least 6 months with a 30 day clause.

There being no further business, the meeting was adjourned with prayer by Rev. Morgan at 9:10 p.m.

Respectfully submitted,
Peggy Sealy, Clerk of Session

MEETING OF SALEM PRESBYTERY'S
COMMISSION FOR THE MADISON PRESBYTERIAN CHURCH
DECEMBER 7, 1993

The Commission convened at the Presbyterian Church of the Covenant. Present were Lois Brake, Dale Davidson and Z. Holler. Moderator Davidson called the meeting to order.

Lois Brake led us in a very helpful devotional prayer.

Discussion of the situation at Madison and of our recent meeting with the officers there led to these items of agreement:

1. The position of "designated pastor" provided for in 14.0501 g of the Book of Order seems to provide the kind of help that the Madison officers are seeking: a way whereby Molly Morgan could become eligible to be elected as pastor of that church. Mike Warren has discovered a precedent in another presbytery for such use of the "designated pastor" relationship; he will do further research on it if we so desire.

2. If the designated pastor route proves to be legal it would seem much simpler than asking Presbytery to concur with changing Molly's status to "stated supply, at this late date. The latter course involves much more risk to Molly, the church and the presbytery because this situation simply does not fit the intention of the Book of Order in establishing the "stated supply" relationship.

3. A third possibility, of course, would be for Molly to decide that she has done what she felt called to do and would not entertain either of the possibilities mentioned above. So we need to hear her reaction before we can pursue either of the "designated" or "stated supply" alternatives.

   Next steps in order seem to be these:
   a) Check with absent members of the commission for concurrence with the agreements set forth above.
   b) Check with Molly, asking her decision whether to pursue or not to pursue the "designated" alternative above.
   c) If Molly wants us to proceed, get Mike to research the matter thoroughly.
   d) If the research shows the "designated" avenue to be open to us, pursue it, and ask for the concurrence of the Committee on Ministry and the Madison people.

Z. Holler,
Acting Secretary

PRESBYTERIAN CHURCH (USA)
OFFICE OF THE GENERAL ASSEMBLY

I will meet w/ the Madison Session on Monday, Jan 17, '94 at 7:30 to present the plus option of designated pastor. Will let you know what they decide.

January 4, 1994

The Reverend John M. Handley
Executive Presbyter/Stated Clerk
Salem Presbytery
P. O. Box 1763
Clemmons, North Carolina 27012

Dear John:

This is in reply to your letter of November 30, 1993. We have been inundated with business this season. I am sorry for the delay.

There is no reason why the presbytery, the minister and the session of a congregation cannot agree to change the minister's status from interim pastor to stated supply at any time. This would be a new action and does not require reconsideration of the earlier action appointing the minister to be interim pastor.

The General Assembly has interpreted questions relating to interim pastor and stated supply on two occasions. In 1988 (Minutes, page 137) the Assembly said that the change from interim pastor to stated supply would not make the minister eligible to be the next installed pastor or associate pastor. In 1991, (Minutes, page 391) the Assembly further clarified that situation by saying that if the congregation decides, at some future time, to seek an installed pastor, the minister currently serving as stated supply becomes an interim pastor. That is, the minister is not eligible to be elected pastor, but may continue working until a pastor is elected and installed.

Sincerely,

Jim

James E. Andrews

JEA:sja

P.S. This draft was prepared in my absence, but did not reach me until January 3, 1994. Sorry to miss your deadline, and with bad news at that.

100 WITHERSPOON STREET LOUISVILLE, KENTUCKY 40202-1396 502-569-5360

STATED MEETING January 24, 1994

The Session of the Madison Presbyterian Church met in regular session (Postponed from January 17th because of icy weather) on Monday, January 24, 1994 at 7:30 p.m. in the Penn Room.

Present: Elders John Dowdle, Mary Siewers Patterson, George Penn, Charles Rodenbough, Peggy Sealy, Josh Wall and Rev. Molly Morgan, Moderator. Also present were Rev. Dale Davidson, Moderator of the Administrative Commission, and Deacons Lou Miracle and Toby Wall.

Excused: Elder Margot Jolly

Absent: Elders Pat Hayes and Ron Joyce

The meeting was opened with devotions by Rev. Morgan.

The minutes of December 20 and January 16 were approved as read.

THE TREASURER'S REPORT, as of December 31, 1993, was read and received as information.

COMMUNICATIONS - A note from Evie Day was read thanking the church officers for her Christmas gift.
- A communication from Muir's Chapel United Methodist Church, Greensboro, requesting the transfer of Ron Weir's membership. His transfer was approved by Session.
- A letter from the Gideons requested time to give a stewardship report on March 20, 1994. A motion was made and carried to allow a Gideon representative five minutes to speak and to be given an opportunity to receive contributions in the vestibule following the service on March 20.

CARES AND CONCERNS - Enoch Gaskill is doing well. Jane Taylor is still in a lot of pain following her knee replacement

ADMINISTRATIVE COMMISSION REPORT - After being welcomed by Molly, Rev. Dale Davidson brought the Session up to date on the Administrative Commission's recent work in regard to the action taken by Session on November 29, 1993. This was to request that Molly's call be retroactively changed from Interim to Stated Supply. She read a letter written to John Handley, Executive Presbyter of Salem Presbytery, from James E. Andrews, Stated Clerk of the General Assembly (PCUSA). The letter explained that the General Assembly has interpreted questions relating to the positions of Interim Pastor and Stated Supply on two occasions (1988 and 1991), and clarified that if a congregation decides to seek an installed pastor, the minister currently serving as Stated Supply becomes the Interim Pastor and is not eligible to be Elected Pastor. Dale apprised the Session of the relationship called Designated Pastor as set forth in G-14.0502 in the Book of Order. This section was changed by the General Assembly last year. This relationship can hopefully be worked out by the Committee on Ministry and the Administrative Commission so that Molly may eventually be called as Pastor. A motion was made and carried that in view of the fact that the action taken on November 29, 1993 concerning the pastor's call cannot be applied, that motion be amended to read "Designated Pastor" rather than "Stated Supply." The amended motion would read, "to request of the Administrative Commission that Molly's (Rev. Molly Morgan) call be retroactively changed from Interim to Designated Pastor." A motion carried to continue the relationship with Rev. Molly Morgan under the terms of the call made December 20, 1992 without title or contract, but in good faith. The Committee on Ministry is to meet on Thursday, February 17, 1994. Rev. Davidson and Charles Rodenbough will attend this meeting and it is fervently hoped that the process of eventually having Molly Morgan as pastor can be begun, worked through and attained.

CALENDAR REVIEW

- Molly is to go to St. Simons Island, Georgia, February 17-19, for a National Presbyterian Leadership Training Event.
- Witness and Service Committee will meet Tuesday, February 8 at 7:00 p.m.
- Strengthening Committee will meet Monday, February 7 at 7:00 p.m.
- Worship Committee will meet Wednesday, February 2 at 6:30 p.m. Molly and Lynn Dinkle will work together to plan Lent.
- Molly asked Session members for a 6-month review of her work at the next meeting, February 21.

COMMITTEE REPORTS

- Committee chairpersons, some new and some continuing, are:

  Finance - Josh Wall
  Witness and Service - Mary Siewers Patterson and John Dowdle
  Worship - Charles Rodenbough
  Strengthening - Margot Jolly and George Penn
  Clerk - Peggy Sealy

- George Penn, reporting from the Strengthening Committee, announced a Teacher Workshop on Saturday, January 29th, at Parkway Church in Winston-Salem. He also reported that applications for Camp Grier are available.

OLD BUSINESS - It was agreed to put the study of Presbyterian Polity (led by Rev. Morgan and Charles Rodenbough) at the beginning of the Session agenda next time. The preponderance of business has precluded the start of this study up to this point.

NEW BUSINESS - John Dowdle presented a suggestion from Toby Wall that a dinner be held, preferably in someone's home, for new and prospective members, and officers and their spouses. Session approved Toby's going ahead with plans for this occasion and tentatively set Friday, February 11 as the date.

There being no further business, the meeting was adjourned with prayer by Charles Rodenbough at 10:15 p.m.

Respectfully submitted,

Peggy Sealy
Clerk of Session

* * * * * * * * * * *

The next meeting is Monday, February 21, 1994 at 7:30 p.m. Devotions will be given by Mary Siewers Patterson.

SALEM
PRESBYTERY

November 30, 1993

The Rev. Dr. James E. Andrews
Office of the General Assembly
100 Witherspoon Street
Louisville, KY 40202-1396

Dear Jim!

I hope the just passed and soon to come holidays find you in good spirits and good health. I usually don't address you in person so formally as the address above; however, I meant that to tip off a desire to ask a serious question that came up in discussion with one of our churches recently. I'll confess that I don't always enjoy the Clerk function of my office (which I know you are arguing is not wise anyway), but a very interesting Book of Order and Roberts Rules question has arisen, and I would greatly appreciate your thoughts.

As is always the case, there is a significant amount of subjective data that could go with introducing the question I want to ask. That is certainly relevant in discussing the wisdom of my question.

At this point, I'd like to limit it to the legality of the question rather than questions like appropriateness or wisdom. It won't be hard for you to see through the nature of the question to a pastoral relation issue that would follow, but I would like to pose my question separate from any resulting actions that might subsequently occur.

My questions is, "Can a presbytery vote on whether or not to reconsider an action taken a year ago to establish a Temporary Pastoral Relationship of Interim Pastor in order to replace that action with another Temporary Pastoral Relationship of Stated Supply?" One other bit of pertinent information is that no pulpit nominating committee has either been sought, nominated, elected, or been operational during the year's period of the Interim Pastor designation.

I have left off the subjective "stuff" in order to pose the legal possibility question without raising another host of questions about the wisdom of such an action. I have heard you say on a number of occasions, "what is it you would like to accomplish? Let's see if there is a way that that is possible." If a rather remarkable thing might happen and Presbytery be persuaded that the Spirit is indeed doing something different with a specific church in a specific situation with a specific person this year than was the case last year when a different designation was possible and was considered previous to the presbytery's final action, is it possible to answer the question I have raised by yes?

SALEM
Post Office Box 1763
Clemmons, North Carolina

PRESBYTERIAN CHURCH (USA)

PRESBYTERY
2554 Lewisville-Clemmons Road
27012/ 919/766-3393

I would be delighted to talk with you further and would be glad for you to share the question with others on the staff, but would deeply appreciate your comments at some point. If there is the possibility of a response within the next month, I would greatly appreciate it.

I certainly wish to you and yours the joys of the coming Christmas Season and hope that the new year will be a time of health and happiness for you and yours.

Peace,

John

John M. Handley

JMH:plp

RESBYTERIAN CHURCH (USA)
FFICE OF THE GENERAL ASSEMBLY

January 4, 1994

The Reverend John M. Handley
Executive Presbyter/Stated Clerk
Salem Presbytery
P. O. Box 1763
Clemmons, North Carolina 27012

Dear John:

This is in reply to your letter of November 30, 1993. We have been inundated with business this season. I am sorry for the delay.

There is no reason why the presbytery, the minister and the session of a congregation cannot agree to change the minister's status from interim pastor to stated supply at any time. This would be a new action and does not require reconsideration of the earlier action appointing the minister to be interim pastor.

The General Assembly has interpreted questions relating to interim pastor and stated supply on two occasions. In 1988 (Minutes, page 137) the Assembly said that the change from interim pastor to stated supply would not make the minister eligible to be the next installed pastor or associate pastor. In 1991, (Minutes, page 391) the Assembly further clarified that situation by saying that if the congregation decides, at some future time, to seek an installed pastor, the minister currently serving as stated supply becomes an interim pastor. That is, the minister is not eligible to be elected pastor, but may continue working until a pastor is elected and installed.

Sincerely,

Jim

James E. Andrews

JEA:sja

P.S. This draft was prepared in my absence, but did not reach me until January 3, 1994. Sorry to miss your deadline, and with bad news at that.

WITHERSPOON STREET LOUISVILLE, KENTUCKY 40202-1396

MADISON ADMINISTRATIVE COMMISSION
Minutes
February 8, 1994

Present were Barker, Brake, Davidson, Holler; absent were Cundiff and Stack.

The meeting was opened with prayer by Dale Davidson.

The meeting was called to review the Madison church's request to have Molly Morgan stay as installed pastor. Dale Davidson will meet on Feb. 17 with the Committee on Ministry to give them an overview of the Madison situation and to ask their support with any decision the Commission makes regarding Molly's status. [The option previously considered, to establish her as designated pastor with the church able to call her after two years, was set aside because her current title, "interim pastor", stands in the way of her being called to a permanent position there.]

The other options considered are the following:

- Name her "temporary supply", retroactive to the date when she began serving the Madison church. Since the church did not then have a Pastor Nominating Committe, and was in fact enjoined by the Committee on Ministry (seconded by this Commission) from having one for at least a year, the title "interim" does not fit the description in the Book of Order (G-14.0313b). This action would erase the "interim" designation and open the possibility that Molly could be called there after a six-month period away from the church.

  Disadvantages: First, we clearly intended from the beginning for Madison to have a long-term pastoral relationship with someone who would lead the church through a healing period -not a temporary supply who could leave after a week or so; thus, we would be disregarding our own original intent. Secondly, John Handley's interpretation of ministerial function is that, since Molly has functioned as an interim, then, despite the discrepancy in the description by the Book of Order, she is indeed an interim.

- Name Molly "Stated Supply." She could not be the next called pastor (see Jim Andrews' response to John Handley's question), but could be renewed ad infinitum. Disadvantage: It violates the intent of that pastoral role, to serve a church that is not in a position to have a permanent pastor. [In a later conversation with Jim Rissmiller, co-Moderator of the Committee on Ministry, Dale learned that the COM will no longer allow this loose use of Stated Supply anyway.]

- Encourage the church to overture the General Assembly to change the rule prohibiting Interims from being the next called pastor. Disadvantages: a minimum of two years in the process; slim chance of making the change; leading to greater disappointment and demoralization of the congregation.

- Hold fast to the original plan--that Molly serve the church for a year or more as interim, helping them deal with the conflicts and hurts that stood in the way of Madison Presbyterian being a healthy, Christ-centered community. Celebrate the wonderful work that God has done there in and through Molly, and part as friends. Disadvantages: the church doesn't want that; and Molly is ambivalent.

On a motion by Jonathan, the Commission decided to inform the Committee on Ministry that we first recommend the original plan, with Molly staying on for some time longer to help the church develop a PNC and get on track toward finding a permanent pastor. Secondly, we would not object if the church wanted Molly to stay while they overtured the General Assembly.

The meeting was closed with prayer by Jonathan.

MADISON ADMINISTRATIVE COMMISSION
Telephone Poll
February 16, 1994

In the week between the Commission's meeting and the February meeting of the Committee on Ministry, at which Dale was to report the Commission's actions, Dale had several conversations with Jim Rissmiller and Ann Jahnes, co-Moderators of the Committee on Ministry, and with Molly Morgan. Based on Jim and Ann's opinion that the "Temporary Supply" route would be acceptable to the Committee on Ministry, and on Molly's willingness to risk the chance that Madison might find another pastor while she spent the six months away, Dale polled the members of the Commission.

Lois, Fred, Coy, Z, and Dale agreed to inquire of the COM their willingness to support the Commission changing Molly's designation from "Interim" to "Temporary Supply," thus making her eligible to be called after a six-month hiatus. Jonathan dissented, as this action is not in compliance with the letter or spirit of the Book of Order; and as it violates the Commssion's original intent for the pastoral relationship between Molly and Madison.

Dale will include these considerations in the report to the COM.

REPORT TO THE COMMITTEE ON MINISTRY
February 17, 1994

Dale, accompanied by Charles Rodenbough (Elder of the Madison church),

- met with the COM,
- gave a brief history of "the late unpleasantness" and subsequent appointment of an Administrative Commission,
- explained the process of bringing Molly Morgan to Madison,
- reported on the year's progress,
- related Madison officers' request to have Molly stay,
- communicated the Commission's dual positions,
- and asked for advice and support.

The COM asked numerous questions and did much of the same type of brainstorming the Commission has done in looking for ways to enable the church's request. It supported the concept, and went on record as accepting and supporting the Commission in making the change in Molly's position from "Interim" to "Temporary Supply" retroactive to her beginning at Madison.

The COM stipulated that

- there be a full and open search process at Madison;
- Molly leave as soon as possible--before a PNC is elected--and have absolutely no contact with the church or its members except with the PNC;
- that an interim be secured as soon as possible.

The Madison Session has its February meeting on Monday, Feb. 21, at 7:30 p.m. Dale will go to relay the above information and to encourage the Session and Molly to begin preparing the congregation for the changes that will happen as a natural part of the pastor-search process.

Please notify Dale if you wish to participate in the Session meeting on Feb. 21.

Presbyterian Church of the Cross
1810 Phillips Avenue
P.O. Box 13670
Greensboro, North Carolina 27415

274-5467
274-0703
James F. Miller, Pastor
Dale W. Davidson, Assoc. Pas

24 March 1994

The Session
Madison Presbyterian Church
204 W. Decatur Street
Madison, N.C. 27025

Dear Friends:

I wanted to update you on the slow process of putting together a list of people who might serve you during this upcoming interim period. You have been most fortunate--even blessed--to have employed Max Deal and Molly Morgan for interim work. Unfortunately, not every available minister is as capable as they. As I develop this "pool", I am trying to find ministers who will bring to you enthusiasm for the Gospel, a strong intellect, and a pastor's heart.

At your request, I asked Z Holler, John Truitt, and Max Deal, none of whom is available for this time (although each said "no" with regret.) I have called various ministers on the Presbytery's Supply/Interim list, as well as six members of Salem Presbytery who are not on the list and four ministers in other presbyteries. Some are not available; some are not willing to relocate for a brief interim; and some, quite frankly, I can not commend to you.

Angus McGregor, known to many of you as Madison's pastor in the 1960's, will be available in late May. There are still three people whom I have not yet reached; I hope to do so by the end of the weekend.

Please continue to be patient. Madison may be better served by the right person, later, than by the first available person.

Sincerely,

Dale Davidson

From: Administrative Commission for Madison Presbyterian Church

To: John Handley, Stated Clerk, Salem Presbytery

The Administrative Commission of Madison Presbyterian Church understands that the title, "Interim Pastor," [G-14.0513 b] does not correctly define the pastoral relationship between the Rev. Molly Morgan and Madison Presbyterian Church, as that church was not actively seeking a pastor at the time of her employment, and in fact, was enjoined not to do so for at least one year. (G-14.0513b)

Therefore, the Commission has re-designated Ms Morgan as "Temporary Supply Pastor," effective 16 December 1992.

MADISON ADMINISTRATIVE COMMISSION
5-3-94

PRESENT: members Jonathan Barker, Lois Brake, Dale Davidson, Z Holler; Molly Morgan.

Dale opened the meeting with prayer. She reviewed the status of our recommendation to Presbytery to name Molly Morgan "temporary supply pastor", rather than "interim", effective December 1992. The Committee on Ministry, at its March meeting, had agreed to support this action.

The Session voted to call Angus McGregor as interim, effective 23 May 1994. He is a former pastor of that church and now a certified interim. It looks like a good match.

He and the Session have concluded a contract for 12 months with a 30-day notice by either party to end it. The Session voted to include a 30-day severance pay, as well, if Angus is not called to a new position before the end of the 30-day notice period. That condition was omitted from the contract as presented. The Commission agreed that the Session should either amend the contract to include it, or act to amend their vote. [Dale wrote the Session to that effect. Prior to his move to Greensboro, Angus was contacted by Session liason Charlie Rodenbough and informed that the oversight had been corrected and the contract would include a 30-day severance clause.]

The Commission voted to appoint Angus Moderator of Session for the interim period.

There was discussion between Molly and the Commission about the ways in which healing has occurred at Madison; where there may still be problems, especially in Session decision making; and how Molly feels about this hiatus period.

NEXT MEETING 5-24-94, 3p.m., Church of the Covenant, with Angus McGregor, to discuss his role and ours in the next months.

The meeting was concluded with prayer.

Respectfully submitted,

Z Holler, Dale Davidson

MADISON ADMINISTRATIVE COMMISSION
5-24-94

PRESENT: members Jonathan Barker, Lois Brake, Dale Davidson, Z Holler; Angus McGregor.

Lois opened the meeting with prayer. The minutes of the 5-3-94 meeting were approved.

Discussion with Angus about Madison:

Angus presented his proposal for the interim period to the Session on 5-23-94 (also his first day at Madison.) The structured process involves the congregation and officers in acknowledging the effects of their history, developing a vision for the future, and preparing for the future. There was resistance to "coming to terms with the past" and re-opening wounds from the Charles Clubb period. After considerable discussion, the Session agreed to the entire process, to begin the first week of June. It will begin with 9 small-group meetings to confront the past.

We expressed our concerns for Madison:

-Jonathan: (1) the short time for an intensive effort involving congregation as well as officers. (2) will this process have any real effect, since the PNC is already at work? [Angus' experience with this process in other congregations indicates that 4 months is adequate, if the congregation and officers are willing. The PNC chair, a member of Session, will be fully involved in both processes; whatever comes of the re-visioning will aid the church in its future mission, even if it does not directly influence the PNC's deliberations.]

- Lois: (1) allowing for the Spirit to work in and through the people. (2) concern with the short time.

- Z: the congregation at Madison has long had a sense of being special, but now uncertain. don't want to admit to problems. want quick solutions. It may be providential that one so gifted as Molly is nearby and willing to be there.

- Dale: (1) need for patience--for learning to discern their real needs and working out appropriate ways to meet them, instead of just "wanting what they want, and now." (2) need to clarify the conflict areas and learn conflict-resolution skills.

NEXT MEETING: Tuesday, July 26, 3pm, Church of the Covenant. Angus will join us for an update on process progress. All small groups will have met by then. The Session may be at the point of beginning to assess the gathered data and to determine some mission focus.

Jonathan offered a prayer as we adjourned.

Respectfully submitted,

Dale Davidson

Madison Presbyterian Church

204 W. Decatur Street
Madison, North Carolina 27025
Phone: (910) 548-9340

Dr. Angus W. McGregor, Interim Minister

July 13, 1994

To: Session
From: Angus
Re: Proposed change in Planning Process

As I mentioned to you at the June meeting, I suggest we amend the process design I submitted to you and you adopted in May. After reflecting about what I heard at the cottage meetings and what I have observed, I propose a change that would concentrate on two points:

1) Involvement of the congregation as a whole in most of the activity. In the cottage meetings there were numerous references about not being "in on" the actions of the session. This change will address that.

2) Exploration of the type of congregation preferred by members. This congregation appears to be in that awkward zone between a "pastor-centered church" and a "program-centered church." The former revolves around the pastor as a chaplain to the "flock" who shows and tells us what to do and how and when to do it. The program-centered church is centered around the leadership of the laity with the pastor as facilitator. Planning and organization are formal/intentional and visible.

   There are other points we will discuss. This congregation appears to be somewhere between which makes for diffuse goals and program. Such tends to foster passivity among membership.

I propose to test these perceptions by offering a way for this congregation to focus who you are as a congregation, what you want out of it, are willing to put into it, and how all of this fits with our understanding of the Christian faith.

Maybe what you have is what you want! Maybe you want a little something different. I see myself as an interim helping you sort through that answer.

I propose to substitute for the original design a series of 7 church gatherings with a meal and child care provided. These would be 2½ hours in length and would be held between July 25 and November 1. I suggest a simple meal, perhaps inexpensively catered.

Think about this and let's decide Monday night. Call me if you have questions or comments beforehand.

Madison Presbyterian Church
204 W. Decatur Street
Madison, North Carolina 27025
Phone: (910) 548-9340

Dr. Angus W. McGregor, Interim Minister

July 13, 1994

To: Members of Madison Presbyterian Church

Dear Friends,

I hope you have Monday night, July 25, on your calendar to attend the Covered Dish Supper at the church. At this gathering we will take the second step following the first one we took at the cottage meetings. Your response to the cottage meetings was excellent. The percentage of resident members that participated was considerably above average for this sort of activity. Attached is a summary of what you said about your history and the obstacles you have faced.

Now is the time to begin to determine the implications of this for your future. On Monday, the 25th, you will be in small groups with an elder discussing your perceptions of the information on the enclosed sheets and also 3 other questions:

1) What is satisfactory about this church?
2) What is unsatisfactory?
3) What needs to change for the unsatisfactory points to become satisfactory?

Here is where we start building an agenda for the future. You may remember my saying to you in the cottage meetings when anyone expressed a hope or offered a suggestion for the future that such statements were "July statements." July is here. I hope you will be here on the 25th.

These times we will spend together hold promise for this congregation. I ask your participation through prayer and personal attendance. I suggest you prepare for the 25th by studying this document with pen in hand so you can make notes of the points you either question or want to highlight. Pray for guidance for this congregation as we attempt to discern God's spirit moving among us.

Grace and Peace,

Angus

Report of Cottage Meetings
Madison Presbyterian Church

Background:

Meetings: June 7-23,1994
7 meetings; each pair of elders and deacons hosted its visitation group; 2 groups combined, making for 7 instead of 9 groups.

Participation: 66 members of 109 resident plus 1 non-member (61%)
43 families out of possible 65 (66%)
17 of 18 officers (1 was out of town)
Meeting size ranged from 4-18

Format: Two topics were discussed:

1) What of the past is shaping this congregation?
   - Persons and their legacy
   - Traditions
   - Symbols

2) What obstacles/ conflicts has this congregation faced in the past and what has been learned?

Summary of Discussions: The items under each heading are listed in an order that generally reflects the frequency the matter was discussed in the different groups.

I. What of The Past Is Shaping This Congregation?

A. Persons?

1) -Bennie Joyce, George Mason, Doc Wilson,
- Elizabeth Smith, Edgar Penn, J. Siewers Wall, Sr, Howard Day

Their legacy:

strong character,
constancy of being at church,
opinions were respected,
had a maturity about them that seems to be lacking now,
rock-solid conservative,
traditionalists,
faithfulness;
strong commitment to benevolences of broader church,
consistency, loyalty,
kept the congregation in balance as the denomination grew more liberal (i.e. Sunday School topics; not just Bible stories now, no more attention to catechism)

- Dr. Patterson, Mary S. Patterson, Ella Ban Joyce, Siegfried Smith,

-Gertrude Dickerson, Peg & Jack Sealy, Charlie Rodenbough, Martha Webb, George & Dixie Penn, Margot Jolly

2) Unique Legacy of Harold Waldruff

-To know Harold is to love him;
conservative, tender-hearted, grace with responsibility;
he let you know he appreciated you;
very emotional, put everybody at ease; knew how to talk to people, could talk to you about what was going on in your life; had a way of touching a spot in your life;
really dedicated to God and you knew it,
sermons got better as he got older,
nobody could do a Christmas eve service like he could;
good teacher; made people think;
didn't do much visiting but was there if you needed him;
appreciated and enjoyed music;

-had a management style different than most ministers,
delegated more than usual; subtle leadership style;
understated leader not a commander;
knew how to draw the best out without telling you what to do;
did not attach himself to any one group in the congregation;
his conservative nature kept us on our conservative track;
was the same with everybody;
latter part of ministry after his sickness had an impact; unable to be the leader he had been; church coasted for the last 10 years, we were sleepy, lack-luster;
laid back style contributed to our lack of outreach;
when he was sick the church went on without him,
did not have an active relationship with children and youth,
probably not good to have a minister with this long a tenure; long tenure of one style leaves some areas not as strong -i.e. relationship with youth; outreach and missions;
illness was the start of the vacuum which began to "cool" the church;
he was leader and foundation, and ,when he left, the foundation left;
needed longer between him and the next minister.

-did a great job; a saint; afraid he got too much of a "bad rap" for the trouble that he had nothing to do with; some try to make him a scapegoat

B, Miscellaneous (influences from the past)

- Presbyterian Women the backbone of this congregation(foster child, Bible study, fellowship) ;
small membership of church means everybody has to work;
not reaching out as much as 25-30 years ago- Day Camp, community youth week; country club/private schools have had "separating effect" on this congregation during the last 25 years;
we have unhealthy pattern of segmenting church responsibilities by age, i.e. parents have to provide program for their own children.

C. Traditions

-Christmas Eve Candlelight service,
hanging of the greens,
stew,
graduate roast,
Christmas music,
Fall all-church retreat,
every-member canvas,
Chrismon tree,
rose in worship for babies,
palms on Palm Sunday then used the next year for ashes on Ash Wednesday;
work of Caring and Sharing Committee;
Lord's Prayer is a tradition but now used only sporadically;
Advent wreaths for new members,
used to have more fellowship suppers,
joy gift program;
designated funds that remain unused;

- Traditions are relatively recent; even traditions are not truly traditions because the "mechanics" have to be decided upon each year; there is a "zig-zag" to our traditions.

D. Symbols

- Cross in sanctuary,
original building itself;
baptismal stand;
Penn picture in the Penn Room,
tapestry on wall.
disciples' plagues in fellowship hall;
original pews now in fellowship hall.

II. Obstacles Faced by The Congregation

A. Climate of Congregation

-without realizing it we've been cold, unaccepting; newcomers have difficulty being accepted;
major problem is that we don't talk to each other;
busy, highly educated people need to have "space" created to touch each other;
this church allows people "to fade away";
we don't open up to each other;
"We've experienced a very, warm acceptance";
"I experienced direct rejection," ;
we're beginning to thaw; used to come and go into the sanctuary in lock-step manner, more relaxed now
high number of illnesses and traumas of past years have provided a rallying point for congregation;
clique controls this congregation although it could result from others failure to be active;

failure to be active;
long time symptoms in this congregation that precipitated the eruption over last minister - small group made the rules and there were gaps everywhere;
no warmth, people did not speak to visitors; gaps led to deep hostility during conflict.

B. Size of Congregation

- membership has continually been small; have tried to deal with it but continues to be problem; the work gets done but numbers do matter, especially with regard to children and youth;
no system in place to intentionally invite newcomers and follow-up on visitors;
need to overcome longtime custom of pastor not visiting newcomers;
quandry as to what to do with Sunday School in summer;

C. Misc:

- unable to settle on a mission/outreach in community;
unable to find someone to work with youth.

D. Dissolution of Relationship with Former Pastor

- lack of communication; did not know what was going on or what was wrong;
a conspiracy existed -small groups meeting to decide matters without involving the whole;
concerned about the elders who bore the brunt of this - has this blunted their willingness to lead ?

E. Learnings from Obstacles/ Conflicts

1. General

-Harold's illness brought us closer together; learned we could do things on our own;
we don't believe in running away because it's our church and it's not our problem that people don't accept us.

2. Conflict over Charles Clubb:

- congregation should know more of what's gong on,
strong bonds with people kept me here and brought me back;
learned that dividing up and counting votes repeatedly to insure win is a divisive method;
learned to respect another's feelings;
I will hold leadership more accountable, I trusted too much and have seen how destructive passivity is;
People just stood by and watched;
still need to deal with each other;
can have strong differences and still be friends though it hurts;
conflict not all bad - helped people stand up and say what they thought regardless of which side;

Session did a good job even though it was divided.
I feel stronger and warmer and think the congregation is warmer and stronger and is reaching out more to each other;
what has helped is that congregation is better off than anyone would ever expect;
people can stay even though there were bitter differences;
learned more about Presbyterian polity and how it works;
ignorance makes you angry;
too brief a period between Harold and Charles;
officers are more open now;
made me realize that conflict happens even between friends- most survived it but at the time it was awful.

-learned the gifts of Molly; we needed a mother and she was it;
she was loving but still demanding;
has the gift of knowing when people need her;
she did a wonderful, healing ministry;
beyond the conflict now;
taught a lot of new things, i.e. church year, etc.

F. Learnings with Regards to Presbytery

-should have led us to a longer interim period prior to Clubb;
Presbytery looks at this congregation too much from a stereotypical perspective of a congregation coming off a long pastorate; should have worked harder on our uniqueness;
Presbytery did not handle properly- inept way to deal with conflict (conciliation team and staff);
Presbytery allowed conflict to drag on entirely too long admitted it was a mismatch but then tried to patch it up instead of working for creative separation;
there remains a deep anger toward Presbytery;
staff was slow in grasping how critical the situation was;
Presbytery not as open to the congregation as we had hoped;
felt we were getting conflicting signals from Presbytery, became concerned that they did not know how to handle this;
no one has debriefed us;
we haven't done a thorough job of understanding Presbytery nor have they been thorough with us;
lots of things they did were good but they made mistakes.
nobody ever debriefed us;
Presbytery did the best they could in spite of mistakes.

III. Comments on Cottage Meetings

-like the remembering and respect of elder-members
-good to speak my mind about youth
-well worth the time
-a valuable time of sharing different views and feelings
-I now know more than I did before.
-learned a lot
-nice to reflect on the good things the church has done
-people have trauma behind them and ready to spring forward

-what happened tonight should have happened two years ago
-this was a cleansing group; this church is cleansed of this thing.
-We've learned we can get together and share our thoughts with respect for each other.
-learned something about traditions
- shows us the value of small groups in a relaxed atmosphere in homes to talk about things.

Madison Administrative Commission
Minutes
7-26-94

The meeting began at 3:oo p.m., with prayer by Dale Davidson. Present were members Davidson, Holler, and Stack, and Madison Interim Pastor Angus McGregor.

During the summer, members of the Session hosted seven "cottage meetings" to discuss what has shaped the church in the past and what the congregation may have learned out of its conflicts and obstacles. 61% of the congregation attended the meetings. Angus compiled the data from those conversations (which were mailed to members of Commission prior to this Commission meeting.) His analysis of the information is that the church does not have a great deal of self-awareness or focus, and needs first to determine how it would prefer to operate: pastor-centered or program-centered. As a follow-up to the cottage meetings, a congregational dinner was held on July 25, ending with small group discussion to confirm and understand the compiled data. The Session has agreed to continue the discussion through three more congregational gatherings, hoping thereby to develop some focus.

Generally, the church seems to be thriving.

- Angus is impressed with the outreach of the congregation, its open spirit, and its desire to be more involved in local outreach.
- Worship attendance for June and July are up over previous years.
- The PNC has finished the CIF, and both Ed Brammer (COM liaison to the PNC) and Angus are trying to check out the mixed signals about Molly that surfaced during some of the cottage meetings.
- Christian Education is taking a different tack with teacher recruitment. For four Sundays, several members spoke in the worship service about their faith. The congregation was asked to submit the names of people who have faith to share and the ability to articulate it. From there, the Strengthening Committee culled the names and had a night of calling prospective teachers. A donation of $5,000.00 was made to the Christian Education program; it might be used as seed money to pay a part-time staff person (general DCE work, rather than single-focused youth ministry.)
- There is no effort at evangelism or even follow-up on visitors, unless the pastor does it. The membership is stated to be around 250, but only about 109 are area residents. The Session is preparing to clean up the membership rolls, and discovering the real numbers may motivate them to determine the nature and mission of the church.

We discussed the church's relationship with Presbytery, and the hard feelings that emerged in the cottage meetings. Many feel they should have been debriefed after Charles Clubb left. Questions for us: How can Presbytery stay involved in this church (and others)--in relationship--not just in times of crisis? How to show Presbytery as partner, both supporting the church and holding it accountable? Should the COM be talking about the "Learnings with regard to Presbytery" section of the cottage meeting data? We agreed that it might be useful for members of the Commission and also some members of the COM to attend one or more of the upcoming congregational gatherings, not so much to defend past actions of Presbytery, COM, and Commission, as to invite discussion on the above questions.

The meeting ended with prayer by Z Holler at 4:45 p.m.

Respectfully submitted,

Dale Davidson

15 December 1995

To the Members of the About-To-Be-Dissolved Madison Administrative Commission:

Dear Friends:

Our work has come to an end. Madison's Pastor Nominating Committee is recommending that the congregation elect Molly Morgan. This information will go to the congregation today, and, presuming the election happens as expected, Molly will begin in February. Angus McGregor believes that the officers have some clarity about their roles as leaders, and that they have a great deal of commitment to making things work at Madison.

Our final meeting as a commission will be on Monday, January 16, at 6:45 in the Madison Fellowship Hall. We will vote to finalize our work, and then, at 7:00, we will meet with the joint officers to bring closure. I think it will be helpful to them if we can reflect on why the commission was established, our understanding of our role, the responsibilities they have taken to arrive at this place, and our hopes for their future.

I hope all of you can be at the meeting. Please let me hear from you.

Have a wonderful Christmas!

SALEM PRESBYTERY ADMINISTRATIVE COMMISSION
for the Madison Presbyterian Church
Minutes
January 16, 1995

The Commission met at 6:45 in the Madison Church. Present were Z Holler, Coy Stack, Dale Davidson. After a convening prayer by Moderator Davidson, Z made the motion that the Commission request Presbytery to dissolve it, effective this date. Coy seconded, and with the advance agreement of members Jonathan Barker, Lois Brake, and Fred Cundiff, we voted unanimously to do so. Thanks to the good work of Temporary Supply Molly Morgan and Interim Pastor Angus McGregor, the officers and congregation have worked through their conflict and are ready to call Molly Morgan as Pastor. The Commission continued its meeting with the Joint Officers of the Madison Presbyterian Church.

Moderator Angus McGregor had a prayer and convened the meeting. He invited the Commission to report. We reviewed for the officers why and when the Commission was formed, the Commission's stated purpose according to the Book of Order, and its decision not to assume original jurisdiction. This was due to its perception that the Session was capable of continuing to govern if the Commission could give them help in understanding the conflict, and could provide support and encouragement for healing and rebuilding. This was accomplished through helping them secure good pastoral leadership, first in Molly Morgan, then in Angus McGregor.

Now they have come to some resolution of their conflict and some understanding of how to deal with future problems. The officers have developed confidence in themselves as a governing body. The church has been strengthened. The PNC has worked diligently for 10 months, and Molly Morgan has been called by the congregation to the office of Pastor, the way having been made clear by the Committee on Ministry.

We asked the officers, how can Presbytery be a partner to a church in trouble--both to support it and to hold it accountable? The responses may be helpful to the Committee on Ministry and Presbytery staff as they seek in the future to help churches in conflict. [Each item is an individual's statement, reported in the order made, without additional discussion by the Commission.]

- The outside consultants/ mediators were unnecessary. They evoked a lot of emotional reaction from the officers but didn't help understand or deal with the conflict.
- [There was the perception that] no one listened to us early on--no one heard our feelings.
- It was hard not knowing--there were too many secrets. It's better when there is some openness.
- The consultants' report caused new problems.
- But now, everything looks good for the future. It has been a learning experience and the growth has been good.
- I wish we had spent more time studying what the chuch needed before we called [the previous pastor.] We went too fast. Presbytery should not have let us move that fast. [editorial comment: help churches overcome their natural anxiety about transition and lack of pastoral leadership.]
- Having Angus [a trained interim pastor] has been eye-opening. Presbytery needs to beef up interim training so more churches can have this opportunity

The Commission members themselves are grateful for the learning experience we have had and the opportunity to observe the Holy Spirit at work in this church.

Respectfully submitted by

Dale Davidson

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VOLUME VII

NUMBER 2

Minutes of

SALEM
PRESBYTERY

TWENTY-SIXTH STATED MEETING
ALAMANCE PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 25, 1995

MINUTES OF

SALEM PRESBYTERY

TWENTY-SIXTH STATED MEETING
ALAMANCE PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

April 25, 1995

OFFICERS

Moderator	Margaret Marks
Moderator-in-Nomination	N. N. Fleming, III
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

SUCCESSION OF MODERATORS

Date	Name	Church	Place of Meeting	Stated Meeting
1/7/89	Ms. Dale Davidson	First (Greensboro)	First (Greensboro)	First
4/6/89			First (Statesville)	Second
6/23-24/89			Lees-McRae College (Banner Elk)	Third
10/31/89			First (Burlington)	Fourth
2/3/90	Rev. S. Edwin Lewis	First (Mooresville)	First (Mooresville)	Fifth
4/24/90			Westminster (Greensboro)	Sixth
7/14/90			Forest Hills (High Point)	Seventh
10/2/90			First (High Point)	Eighth
2/2/91	Rev. Ivan W. Lowery	Cameron/Second Mocksville/Mt. Vernon	First (Lexington)	Ninth
4/23/91			Starmount (Greensboro)	Tenth
7/13/91			First (Statesville)	Eleventh
10/1/91			Trinity (Salisbury)	Twelfth
2/1/92	Mr. Rudolph V. Boone, Sr.	Dellabrook	Highland (Winston-Salem)	Thirteenth
4/28/92			Hawfields (Mebane)	Fourteenth
7/18/92			North Wilkesboro (North Wilkesboro)	Fifteenth
10/3/92			Glendale Springs (Glendale Springs)	Sixteenth
2/6/93	Rev. Cynthia R. Higgins	Starmount	Buffalo (Greensboro)	Seventeenth
4/27/93			First (Burlington)	Eighteenth
7/23-24/93			Lees-McRae College (Banner Elk)	Nineteenth
10/26/93			Prospect (Mooresville)	Twentieth
2/5/94	Mr. W. Erwin Fuller, Jr.	First (Greensboro)	First (Asheboro)	Twenty-First
4/26/94			Guilford Park (Greensboro)	Twenty-Second
7/16/94			Graham (Graham)	Twenty-Third
10/25/94			First (Greensboro)	Twenty-Fourth
2/4/95	Ms. Margaret Marks	Calvary	First (High Point)	Twenty-Fifth
4/25/95			Alamance (Greensboro)	Twenty-Sixth
7/28-29/95			St. Paul (Greensboro)	Twenty-Seventh
10/24/95			Glendale Springs (Glendale Springs)	Twenty-Eighth

TWENTY-SIXTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

ALAMANCE PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

April 25, 1995

The Twenty-Sixth Stated Meeting of Salem Presbytery, held on Tuesday, April 25, 1995, at the Alamance Presbyterian Church in Greensboro, North Carolina, was opened at 8:45 with a hymn-sing led by the Reverend Guy Hunt. The meeting was called to order and opened with prayer by Moderator Elder Margaret Marks at 9:00 a.m. The Presbytery then joined in a service of Worship and Communion. The Reverend Barbara Dua preached the sermon entitled, "And Mercy Shall Follow Me." The Reverend Lucius Gray, The Reverend Bob Gant, and The Reverend Mike Aiken assisted in the worship service. The organist was Ms. Thelma Greeson.

ACTION:

1. Presbytery directed that the sermon be printed and distributed to the churches.

ENROLLMENT

Commissioners	
Elders	139
Ministers	124
Corresponding Members	
Ministers	2
Church Educators	10

Administrative	
Non-Commissioners	1
Visitors	51
Total	327

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., Jonathan C. Barker, Jesse W. Bledsoe, Linda L. Blessing, Ronald L. Bowie, Warren C. Brannon, Malcolm M. Bullock, Nathan L. Byrd, David M. Cameron, Kathryn J. Cameron, George C. Carpenter, Charles R. Carter, Carole F. Chase, Robert E. Cleveland, Frederick A. H. Coates, Dale W. Davidson, Max E. Deal, Frank M. Dew, James A. Dickens, Barbara E. Dua, Christopher F. East, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Jeffrey J. Falter, Dusty K. Fiedler, Robert A. Fiedler, Carol C. Fisher, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Murv' L. Gardiner, Robert J. Goforth, Lucius A. Gray, J. Randy Hall, Hewon Han, John M. Handley, Holly D. Hayes, William C. Hayes, David C. Heil, James Henderson, Margret L. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Fredrick R. Horner, Joanne R. Hull, Stephen A. Hundley, Guy W. Hunt, Jr., Ann B. Jahnes, Robert S. Jeffords, Sr., William Jones, Henry J. Keating, J. David Kivett, William R. Knox, Phyllis M. H. Kort, Morton Kurtz, Thomas K. Lane, Donald E. Lannon, James E. Layman, David E. Leininger, Robert M. Lewis, S. Edwin Lewis, Joel M. Long, Robert M. Matthews, Stephen P. McCutchan, Sam E. McGregor, Jr., Charles T. McKee, Judson J. Milam, John L. Milholland, James F. Miller, K. Moser Misenheimer, James A. Mitcham, Molly D. Morgan, Allen E. Morrison, Stephen A. Moss, George H. Murray, IV.

N-Z

Lisa T. Nelson, Robert E. Osman, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, Michael J. Poulos, Catherine J. Reed, Marie P. Reed, Leland A. Richardson, Raymond W. Riddleberger, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Donald G. Scofield, Jr., Grant M. Sharp, Jerold D. Shetler, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Jr., William F. Stephens, III, Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, Larry E. Summey, David H. Sutton, Al F. Thomas, Jr., Erich W. Thompson, Dan E. Thornton, Robert R. Tolar, Jr., John G. Truitt, Jr., Rockwell P. Ward, A. Michael Warren, Worth N. Watts, William C. Weckerly, Kellie E. Weekley, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Daniel C. Wilkers, Stephen H. Wilkins, Frank C. Wilkinson, Charles Williams, James K. Wilson, Jr., William T. Wing, III, Richard S. Wurst, Jr., Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, L. Adlai Boyd, John C. Brearley, James T. Frazier, Larry W. Freeman, Philip R. Gehman, Robert M. Howard, William F. Lawrence, Jr., Robert E. Lee, David T. Lee-Andrews, B. Paul Lindsey, Z. Bradford Long, Steve A. Martin, James M. Mauldin, E. Thomas Miller, Lisa M. Mullen, J. Herbert Nelson, David C. Partington, Steve M. Pharr, Joseph L. Pickard, Paul N. Ridolfi, Dennis J. Sebesan, A. Carter Shelley, Stevan A. Snipes, W. Russell Ward, Jr., Benjamin F. Williams, J. Gordon Williams, Paul D. Woodall, Jr., R. Scott Woodmansee.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest M. Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Chappell, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Ares Davidian, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, John E. Eliason, Norris L. Fellows, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr. Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Julian Lake, William F. Long, Wilkes D. Macaulay, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, William S. Metzel, Donald Mimbs, H. Reid Montgomery, William H. Morrison, Joseph B. Mullin, Darrell A. Parker, Joseph K. Parker, Jr. O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Frank J. Allen, Janet B. Briscoe, Robert A. Bryant, Robert E. Button, M. Gray Clark, William J. Cowfer, O. Leighton Culler, Kermit W. Dancy, William Riche DeLong, M. Susan Dobyns, Carl W. Dumford, Elijah B. Freeman, Carter B. Gillespie, Scott C. Girard, Robert W. Henderson, George Hunter, Kurt W. Johnston, Walter W. King, J. Roger Marrow, Gail Porter Nelson, Richard R. Osmer, Franklin L. Partridge, III, R. Page Shelton, Jeffrey D. Smith, Jerry M. Smith, John B. Talmage, Glenn C. Thomason.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Bobby R. Curtis, James R. Hunter, Bill Starr, Allen Temple Margaret Cowan, Virginia Mott, Asheboro First Ruth Ally, Curtis Williams, Baird's Creek Rebecca Earnhardt, Bethany (Statesville) Edgar Ingram, Bethel Jimmie Flippin, Curtis J. Ring, Bethesda (Ruffin) Carolyn Harrelson, Bethesda (Statesville Mary Rose Head, Beulah Elizabeth R. Scott, Bixby Bob Cornatzer, Boone First Mary Ruth McRae, Buffalo Pauline M. Medearis, Calvary Elizabeth Pearson, Church of the Covenant David Sheets Church of the Cross James Kellam, Clemmons Willie D. Garvin, Collinstown Ann Jones, Community in Christ Marsha Hooks, Concord Randy Dellinger, Cooleemee Kevin Dodd, Covenant Mary Young, Cross Roads Rachel Thomas, Annie Lee Young, Dellabrook Inis D. Johnson, Dogwood Acres Linda Robbins, Eden First Robert Stephens, Elkin Ralph Lanier, Fieldstone Celeste Wilkinson, Fifth Creek Mary Moorefield, Flat Rock A. L. McAlexander, Forest Hills David Drewry, Forest Park Robert F. Jewett, Francisco Octavia Edwards.

G-M

Glendale Springs P. Oscar Avery, Grace Lillie Cuthrell, Robert Williams, Graham Bill Cooke, Greensboro First Ginger Booker, W. Erwin Fuller, Jr., Florence Gatten, Reuben E. Mencer, Greenwood Marty L. Brim, Griers Minnie Margaret Butler, Guilford Park Robert M. Ewalt, Jr., Abe D. Jones, Hawfields Virgil L. Doss, Max H. Kernodle, High Point First Sanders Dallas, Hunter Dalton, JoAnn Jones, Highland Rebecca Miller, Ruby Simms, Hills Don Martinat, Jamestown Dave Atwood, Joanne Graham, John C. Hamil, John Calvin Frank A. Meyer, Kernersville First Robert W. Howell, Donna R. Myers, Korean First Tom Hwang, Jung H. Kim, Lansing Fred Carter, Lexington First Norma Griffith, Clifton M. Leonard, Mac Parrott, Lexington Second Kenneth Phillips, Bobby Young, Lloyd Estella McFadden, Elizabeth M. West, Logan Blanche L. Feimster, Daisy M. Keaton, Madison Margot Jolly, Don Joyce, Mebane James M. Gilland, Marshall Taylor, Memorial Mary Ann Pardue, Mocksville First Edgar C. Dickinson, Ann Long, Mooresville First Phifer I. Johnson, H. Edward Nelson, Jr., Mt. Tabor Roy L. Carruth, Constance Purcell, Mt. Vernon Walter Culbertson.

N-Z

New Creation Community Joel Jenkins, North Wilkesboro Jacquelyn D. Hall, Oak Ridge J. P. Mitchell, Old Providence Betty Wooten, Old Town Katherine T. Kellogg, Parkway Richard Clausen, Carolyn Parks, Pilot Mountain First James J. Blackwelder, Pittsboro Bill Browder, Prospect Harriet Lipe, Randolph Lewis H. Hinesley, Reid Memorial John Faulkner, Reidsville First Anne Scott, St. Andrews Martha Jenkins, St. James Eva E. Moore, Rosa Yourse, Salisbury First Jackie Burleson, Evelyn Ribelin, Dan Williams, Salisbury Second Glenn Owen, Sedgefield Jane Wray, Shady Side Charles England, Robert Gilchrist, Shallowford Pat Freiberger, Jan Suitt, Shiloh (Burlington) Helen Hartman, Smyrna Dale Crowder, Springwood Henry Tickle, Starmount Robert B. Lloyd, Jr., Statesville First Paul Gilbert, Stony Creek Mike Andrews-Kulis, Third Creek Gwen Smith, Thomasville First Marian K. Greeson, Thyatira Eleanor Wilson, Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Ruth Russell, Myrtle B. Stevenson, Trinity (Winston-Salem) Marian Hartness, Unity Roger Wilson, Vandalia Nancy K. Cox, Wentworth Doc Sherron, Westminster (Burlington) Doris May, Whispering Pines Immett Rich, Winston-Salem First Ed Carter, Mack Dagenhart, Bob Hartsell, James S. Price, Yadkin United Donald L. Tate, Thomas O. Vinson, Yadkinville Julia Doub, Yanceyville Laura C. Pearson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Centre, Cleveland, Concord, Crestwood, Freedom, Mt. Airy First, Mt. Vernon Springs, Piedmont, Pine Ridge, Pleasant Grove, Sandy Ridge, Sparta, Spencer, Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Bethany (Graham), Boonville First, Burlington First, Cameron, Clio, Danbury Community, Ebenezer, Edward Webb, El Bethel, Elmwood, Fairmont, Faith, Fellowship, Franklin, Glenwood, Gulf, Hope View, Immanuel, Joyce, Laurel Fork, Little Joe's, Love Valley, Milton, Mocksville Second, Mt. Jefferson, New Salem, Oakland, Oakview, Peak Creek, Pine Hall, Red House, Riverview, Rumple Memorial, St. Paul (Greensboro), St. Paul (High Point), Shiloh (Statesville), Siler City, Southminster, Speedwell, Stoneville, Taylorsville, Westminster (Greensboro).

The following Church Educators were enrolled:

Sammie Braxton, Bill Chase, Donna Chase, Connie DeKleuver, Carol Edwards, Evelyn Edwards, Rebekah Lee-Andrews, Pat Smith, Nancy Wass, Edye Williamson.

The following Corresponding Members were present:

W. Earl Woodall, Presbytery of Charlotte, and Mary C. McNeal, Presbytery of the Peaks.

The following Administrative Staff were present:

Phyllis L. Plyler.

The following Visitors were registered:

Cathy Baldwin, John Barney, Annie Miller Bates, Nellie M. Bescher, Charles Cameron, Marian Cameron, Franklin Campbell, Margaret C. Carr, Roy P. Carr, Annette Carruth, Mitchell Causey, Greta Connor, Earle Frazier, Dellene Gudger, Bernice Heaggans, Anne Hall, Anthony B. Hodges, Alyce Kelly, Cynthia Kirkman, Debbie Layman, Kay Layman, Christie Leininger, William J. MacDonald, Margaret S. Marks, Rick Martindale, Cora L. Massey, Hal S. McNeely, Ray Mims, Mary Mitcham, James Miles, Clinton J. Parker, Ed Powers, Julia Ruth Richmond, Howard Riggins, Carter Robertson, Virgia Rush, Otis B. Scott, Pat Stephens, Jim Swinkola, Fred Tatum, John Tatum, Vada Tatum, Fred N. Ward, Edith C. Wasko, Murray M. White, Jr., Kate Wilson, Byron Wolfe, June Woodall.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Murray White, Moderator of Council.

ACTION:

2. The Docket for the Twenty-Sixth Stated Meeting of Salem Presbytery was adopted. (See Appendix A, pp. 154-155.)

OMNIBUS MOTION

Murray White, Moderator of Council, presented the Omnibus Motion. Following the removal of item #4, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by the Reverend Lucius Gray, pastor of Alamance Church. Information regarding the facilities and arrangements for the day were presented.

ECUMENICAL VISITOR

The Reverend Lucius Gray introduced the Reverend Mike Aiken, Pastor of United Church of Christ and Executive Director of the Greensboro Urban Ministry, who briefly addressed the Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 156-157.)

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were welcomed and seated as Corresponding Members: The Reverend Earl Woodall, Presbytery of Charlotte, and The Reverend Mary McNeal, Presbytery of the Peaks. The Presbytery also welcomed Ms. Nancy Wass, the new Educator at Boone First.

BILLS AND OVERTURES COMMITTEE

The Moderator named the following persons to the Bills and Overtures Committee:

The Reverend Charlie Williams (Moderator)
The Reverend James Henderson
The Reverend Dusty Fiedler
The Reverend John Milholland
Elder Ginger Booker (Greensboro First)
Elder Eddie Nelson (Mooresville First)
Elder Charles England (Shady Side)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, p. 158.)

THEME PRESENTATION: CONGREGATIONAL LIFE DIVISION

Ed Powers, Moderator

Presbytery heard reports of several of the committees in the Congregational Life Division:

Educational Ministry, Fred Ward, Moderator

Children's Ministry, Edye Williamson, Co-Moderator

Youth Ministry, Bill Chase, Moderator

Stewardship Education, Cynthia Kirkman, Moderator
The Stewardship of Life Award was presented to First Presbyterian Church, Greensboro.

Adult Ministry, Chris Zorn, Moderator

REPORT OF PRESBYTERY COUNCIL

Murray White, Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED BY COUNCIL:

1. Council requested the Committee on Ministry to convene a study committee of the Moderator and one member each from Committee on Ministry, Preparation for Ministry Committee, Examinations Committee, and Worship and Music Committee to study a paper entitled, "Proposed Inclusive Language Policy of Salem Presbytery". The Reverend Molly Morgan, the Reverend Michael Poulos, the Reverend Joanne Hull, and Evelyn Edwards, authors of the paper, would be asked to serve as resource members of the study committee.

2. Council approved the Lutheran/Presbyterian Dialogue to be held September 11 with Dr. Randolph Taylor as the presenter.

3. Council requested that both the Bicentennial Accountability and Follow-up Committees be asked to report at each Presbytery meeting.

4. Council approved Ms. Rosemary Rector, Forest Park Church, as a replacement on the Harmony Commission.

5. Council approved the following 1996 Presbytery meeting dates and places:

February 3	Salisbury First
April 23	Sedgefield
July 20	Lexington Second, Fairmont, Shady Side
October 22	

6. Council approved the Worldwide Ministries Committee request for a Worldwide Ministries Conference January 20, 1996.

7. Council approved a request from the Hunger Committee to grant $5,000 to Church of the Cross Children's Center in Greensboro. These funds come from Pennies for Hunger/ 2-Cents-A-Meal.

8. Council, acting as Trustees of Presbytery, approved the request of Highland Church to sell donated deeded grave plots with the proceeds to be used in their new Memorial Garden.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEES:

1. Council concurs with the report of the Personnel Committee.

2. Council concurs with the report of the Church Development Committee.

INFORMATION FROM COUNCIL:

1. The Jamestown Church has announced an exciting partnership to assist the newly organized Oak Ridge Church in a number of ways including prayers of support and a monetary gift to help with their first building. Church Development is considering their proposal to challenge all our churches to consider similar direct support of new churches.

2. The lay members of Council will be visiting worship services of churches throughout the Presbytery during the year. If asked, Council members would be willing to give a "Minutes for Mission" about Salem Presbytery and its work.

3. Following a number of discussions and studies, Council gave the following rankings to "Presbytery Meeting Purposes":

    1) Mandated Matters (including clergy changes, receiving candidates, etc.)
    2) Making/Nurturing the Connection (Session, Presbytery, Synod, and General Assembly)
    3) Theological Discussion
    4) Worship/Communion
    5) Fellowship Among Commissioners
    6) Witness
    7) Recognition

4. A "New Commissioner Information Packet" is being developed. Some sections will be in the pre-presbytery packet.

5. Council is appointing a Task Force to plan the July Presbytery Meeting.

ACTIONS:

3. The Nominating Committee was reduced to 15 members - one from each section and seven at-large members.

4. Presbytery voted to allow the Racial Ethnic Committee to remain dormant as the committee structure is being studied.

5. Presbytery approved the recommendation of the Budget and Finance Committee that 1994 year-end funds totaling $48,529 be designated for use in New Church Development.

GRANDFATHER HOME FOR CHILDREN PRESENTATION

Jim Swinkola gave a presentation regarding the children that are receiving help from Grandfather Home for Children.

PEACEMAKING COMMITTEE

Pat Stephens, Moderator

On behalf of the Peacemaking Committee, Steve McCutchan presented Peacemaking awards to the following churches:

First prize, Prospect Church - Family Scholarship to the Celebration of Peacemaking in New York City
Second prize, Eden First Church - Scholarship for one to the Celebration of Peacemaking in New York City
Third prize, Greensboro First - Matching funds for an individual to the Celebration of Peacemaking in New York City

CHURCH DEVELOPMENT COMMITTEE

Marsha Hooks, Moderator

Oak Ridge Church

In 1992 the Church Development Committee was given permission to purchase property in Northwest Guilford County for a new church development project. The site chosen was approximately 6.5 acres located on NC Highway 150. There were three permanent buildings and one mobile home included with the land purchase.

The Oak Ridge Presbyterian Church was formally organized in December 1994. Two of the permanent structures have been renovated and now serves as worship center and office space for the new church. The mobile home was used by the organizing pastor prior to his purchase of a home in the area and was most recently used by the youth of the church. The mobile home is no longer being used by the youth, and due to some structural needs and the expense of heating and cooling for the church, the Church Development Committee is currently evaluating whether it would be more economically feasible to sell this property. The church has recently received inquiry into its desire to sell.

Korean First Church

Since the formation of the Korean First Presbyterian Church under Salem Presbytery of the Presbyterian Church (USA) in April, 1989, and due to the general growth the Piedmont Triad is experiencing and especially due to the growth of the Korean-American population in the surrounding parish, we have every reason to believe that our church will continue its current pattern of expansion. In the past five years, we have almost doubled our congregation size. We had 84 members in 1990 - 162 now. We estimate that membership growth in the next three years will grow to 230.

The congregation has been active and has an annual budget of over $110,000. The church's global mission has also expanded significantly to encompass work in the USA, Africa, India, South America and Asia.

Budget Review:	1994
Mission Giving to Presbytery, Synod, GA	$4,225
Other Mission Giving	6,978
Congregational Program Expense	66,540
Other	8,126
Subtotal	$85,869

The total amount received from pledges in 1994 was $114,443, with an average giving per member of $1,760.

Church Building Campaign:

Total amount pledged: $254,000

Length of pledge period: from March 1995 to February 1998

Number of resident families (including under 18)	114
Number of families pledging to church building	45
Average pledge per family (entire pledge period)	$5,644

During the initial period of church organization and the following period, the congregation met in the chapel of the First Presbyterian Church (Greensboro) at 1:00 p.m. on Sundays. In October, 1989, it moved to the old sanctuary of the Westminster Presbyterian Church in Greensboro on Friendly Avenue. This continues as the present worship site of the Korean First Presbyterian Church (known as Korean First). While the facility has been ideal for the Sunday morning services at 11:00 a.m., the Westminster Presbyterian Church has been fortunate to experience its own rapid growth during the past two years to the point that they need to make use of the facilities now leased to the Korean First Congregation. Consequently, the session of the Westminster Presbyterian Church recently notified us of their intention to recover, by August, 1995, a portion of the space they leased to us and to expand to the remainder by the middle of 1996. Their expectation is that the Korean First congregation will be able to move to their own church building by that time.

Although we have enjoyed a good relationship with Westminster, and celebrate their growth with them, it may indeed be time for us to move and grow along the path that God seems to be indicating. Even in the present facilities, we have experienced some constraints. The Sunday School activities have been quite limited due to the unavailability of the rooms at 10:00 a.m. on Sundays. Furthermore, lack of space has kept us from expanding our mission scope as much as we would have liked. And then, there is a problem with parking which has become a big issue as the Westminster congregation has dramatically grown. The Korean First congregation, by a mutual agreement, has parked on streets only. Recently, however, Westminster congregation spilled over to the streets as their parking lots became full for the 11 o'clock services. Westminster has been extremely kind, patient, and accommodating in this regard. However, their needs, due to the unprecedented growth, have made it all but impossible to extend the lease any longer.

Fortunately, Salem Presbytery, through its Committee on Church Development, acquired a 5.2 acre tract as a church site for the Korean First Presbyterian Church in 1992 and has been actively searching for ways to help us build a sanctuary on the acquired land. The congregation also has been praying for a long time to build a church building and has made a significant amount of offerings for a new house of prayer to serve not only themselves, but all of those outside the churches who have not yet met Jesus Christ.

The Korean-American community at the same time has grown steadily and is expected to continue expanding as secondary immigrants gradually move to the South from large urban areas. Because this trend is expected to continue, it is imperative to prepare for a commensurate growth of the Korean First facilities, including a new sanctuary and an auxiliary facility for an expanded global mission, Christian education, community outreach and social services.

Section E: Financial Plan

A. COST

Purchase of existing building: Anticipated closing date________ $________

Appraisal $________ Appraised by: ________

- - - - - - - - - - - - - OR - - - - - - - - - - - - -

Construction of new building: Construction to begin: 9/1/95

Size: 11,899 square feet Cost per square foot $ 62.54

1.	Construction Contract (check one: X estimated __firm)	$ 738,685
2.	Architect's fees and costs (contract with architect contains: maximum cost contract? X ; revision clause? ______)	$ 5,500
3.	Furnishings, parking, insurance, professional fees, 10% of contract is suggested (The estimated construction includes parking & insurance)	$ 12,000
4.	Contingencies--covers bid overage and unscheduled costs 15% of construction Contract is suggested for new construction 20% of construction Contract is suggested for rehabilitation/renovation project	$ 111,815
5.	TOTAL PROJECT COST: (Should equal to Grand Total Resources B.14.)	$ 868,000

B. RESOURCES:
(Total of items 1 through 7 should be at least the precentage required of total project cost as listed on Page 2, item 9 of the Standard conditions.)

1.	Cash on hand--received from current building fund pledges	$ 140,000
2.	Additional income: estimated to be received from current building fund pledges between now and execution of construction/purchase contract.	$ 51,000
3.	Unborrowed cash on hand--from other sources Specify source______	$ 0
4.	Additional unborrowed cash income from other sources-estimated to be received between now and execution of construction/purchase contract. Specify source______	$ 0
5.	Cash already expended on the project (such as for preliminary architectural work) but not included under "1" or "3" above.	$ 0
6.	Presbytery grant	$ 77,000
7.	Synod grant	$ 0
8.	Presbytery loan: ___years @___% interest	$ 0
9.	Synod loan: ___years @___% interest	$ 0
10.	Bank (commercial) mortgage loan: 15 years @ 9 % interest	$ 300,000
11.	Other (specify)______	$ 0
12.	TOTAL LOCAL RESOURCES:	$ 568,000
13.	General Assembly loan request to complete project; or if Interest Support Loan requested, check here and leave line for loan amount empty	$ 300,000
14.	GRAND TOTAL RESOURCES: (Should equal to Total Project Cost A.5.)	$ 868,000

ACTIONS:

6. Salem Presbytery granted Council the authority to approve, if the way be clear, the sale of the mobile home located on Oak Ridge Presbyterian Church Property with net proceeds from the sale to be designated to the building fund of the Oak Ridge Presbyterian Church.

7. Salem Presbytery granted permission to First Korean Presbyterian Church to incur a debt to a commercial lending institution of up to $300,000 in order to proceed with a building program.

8. Salem Presbytery approved First Korean Presbyterian Church's application to General Assembly for a loan of up to $300,000 to assist with construction costs of a first building.

9. Salem Presbytery approved a grant to First Korean Church's Building fund of $77,000 from the following sources:

Church Development Fund	$59,000
New Church Development Fund	10,000
Church Redevelopment Fund	8,000

NOMINATING COMMITTEE

Sam McGregor, Moderator

ACTION:

10. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

Adult Ministry Committee	
Class of '97	
Rev. Bob Jeffords (Covenant)	replaces Wendy Yoder
Class of '97	
Betty Ann Ellington (Greensboro First)	replaces Gayle Priester
Camp New Hope/Presbyterian Point Committee	
Gordon Watkins (Shallowford)	replaces Rev. Bob Bryant
Educational Ministry Committee	
Class of '96	
Connie DeKleuver (Lexington First)	replaces Nancy Gilbert
Evangelism Committee	
Class of '96	
Orville Light (Eden First)	replaces Rev. Shawn Barkley
Hunger Committee	
Class of '96	
Bob Kollar (Guilford Park)	replaces Jane Murden
Class of '97	
Rev. Don Scofield (Flat Rock)	replaces Barbara Clawson
Preparation for Ministry	
Co-Moderators	
Rev. Maggi Henderson (Highland)	replaces Rev. Frank Allen
Rev. Russ Ritchel (W-S First)	replaces Rev. Frank Allen
Class of '97	
John Larson (Salisbury First)	replaces Carol Carpenter
Single's Ministry Committee	
Moderator	
Val Follo (W-S First)	replaces Nancy Terry

Social Justice Committee
Class of '96
Mike Kirkpatrick (Mooresville First) replaces Rev. Gail Nelson

Youth Ministry Committee
Class of '96
Fred Terry (Dellabrook) replaces Rev. Michael Poulos
Class of '97
David Bates (Thyatira) replaces Dottie Metropol

ACTION:

11. 1995 GENERAL ASSEMBLY COMMISSIONERS:

The following change in assignment was approved:

Elder Commissioner Edith Wasko (Pittsboro) is unable to attend in '95. She was replaced with Elder Alternate Commissioner June Woodall (Prospect).

REMAINING COMMITTEE VACANCIES:

Educational Ministry Committee
Class of '96______________________________ replace Hazel Connelly

Representation Committee
Class of '97______________________________ replace Bill Buie

Single's Ministry Committee
Class of '96______________________________ replace Teener Burton
Class of '96______________________________ replace Ken Norton
Class of '97______________________________ replace Alexander Edwards

Stewardship Education Committee
Class of '96______________________________ replace Bill Amidon
Class of '96______________________________ replace Rev. James Dickens

SYNOD OF THE MID-ATLANTIC VACANCIES:

Partnership Committee
Justice and Mercy Committee
Nominating Committee for Synod Campus Ministry Staff Person

THANK YOU TO SALEM PRESBYTERY VOLUNTEERS!!!

MUCH OF THE EFFECTIVENESS OF SALEM PRESBYTERY COMES FROM THE WILLINGNESS OF VOLUNTEERS TO BRING INTO BEING IDEAS AND PROGRAMS THAT ARE INTENDED TO ENRICH THE LIFE AND FAITHFULNESS OF OUR INDIVIDUAL CONGREGATIONS. APPRECIATION ON BEHALF OF PRESBYTERY IS EXPRESSED TO THE FOLLOWING VOLUNTEERS WHO, HAVING GIVEN OF THEIR TIME AND ENERGY TO HELP FURTHER SALEM'S MISSION, HAVE RECENTLY ROTATED OFF THEIR COMMITTEE ASSIGNMENTS.

Congregational Life Division Moderator

Rev. Pat Stewart	First Christian

Church in the World Division Moderator

Ginny Couch	Trinity (Winston-Salem)

Adult Ministry Committee

Ed Powers	Church of the Covenant
Gayle Priester	Clemmons
Wendy Yoder	Eden First

Budget and Finance Committee

Dana Bamford	Greensboro First
Richard Orr	Winston-Salem First
Jim Lowe	Starmount

Camp New Hope/Presbyterian Point Committee

John Johnson	Burlington First
Darryl Ray	Jamestown

Children's Ministry Committee

Paige Tolar	Asheboro First

Church Development Committee

Rev. David Lee-Andrews	Concord
Betty Hankins	Starmount

Council

Neel Fleming	Hawfields
Rev. Chip Steele	Springwood
Haywood Cope	John Calvin

Criminal Justice Committee

A. L. McAlexander	Flat Rock
Peter Vanstory	Greensboro First

Ecumenical Relations Committee

Rev. R. O. Freeman	Retired
Betty Peraldo	Guilford Park

Educational Ministry Committee

Janice Welborn	Lexington First

Evangelism Committee

Linda Thurston	Salisbury First
Rev. Russ Ritchel	Winston-Salem First

Examinations Committee

Jane Miller	Asheboro First
Rev. Russ Ward	Asheboro First
Rev. Ed Brammer	Retired

Goals and Evaluations Committee

Ginger Booker	Greensboro First

Hunger Committee

Barbara Clawson	New Creation
Rev. Hank Keating	Winston-Salem First
Daisy Keaton	Logan
Charles Cameron	Pittsboro

Ministry Committee

Elinor Swaim	Salisbury First
Rev. Laura Spangler	Trinity (Winston-Salem)
Bob Hartsell	Winston-Salem First
Rev. Tom Lane	Member-at-Large
Rev. James Dickens	Logan

Nominating Committee

Betty Boyd	Statesville First
Margaret Marks	Calvary
Dorena Stevenson	Freedom

Outdoor Ministries Committee

Rev. Sam Fudge	Retired
Rev. Bob Bryant	

Permanent Judicial Commission

Rev. Steve Hundley	Prospect
Rev. Pat Stewart	First Christian

Personnel Committee

Rev. Jerry Shetler	Greensboro First

Preparation for Ministry Committee

Carol Carpenter	Starmount
Rev. Jean Rodenbough	Member-at-Large

Professional Development Committee

Betty Ann Ellington	Greensboro First
Rev. Lucius Gray	Alamance

Representation Committee

Bill Buie	Church of the Cross
Martha Smith	Westminster
Myrtle Stevenson	Trinity (Salisbury)

Resource Center Committee

Sarah Frances Thompson	Highland
James Hegner	Greensboro First

Small Church Support Committee

Rev. David Henry	Vandalia

Social Justice Committee

Richard Wharton	Greensboro First
Tom Duckwall	Starmount
Rev. David Partington	Shallowford

Stewardship Education Committee

Michael Farris	Salisbury First

Worldwide Ministries Committee

Marsha Mutch	Madison
Ruth Metzel	Francisco

Youth Ministry Committee

Dottie Metropol	Salisbury First
Rev. James Henderson	Calvary

A special thanks is extended to outgoing Moderator, W. Erwin Fuller, Jr., Greensboro First.

PERSONNEL COMMITTEE

Ed Lewis, Moderator

The triennial evaluations for Willie Garvin, Presbytery Associate for Finance and Business Affairs/Treasurer, and Mike Warren, Associate Presbyter for Care and Development of Leadership, were conducted by the Personnel Committee on the ides of March, 1995. The review was based on information received on evaluation forms from persons with whom the staff members had worked the last three years, plus insights of the Executive Presbyter/Stated Clerk and members of the Personnel Committee, as well as the Committee's conversation with each staff member.

In its evaluation of Willie Garvin, the Committee concluded that her strengths include: competence in setting up, maintaining, correcting, and interpreting the complicated financial system required of Salem; being in constant contact with a great variety of churches with widely varying levels of sophistication as interpreter, counselor, and financial adviser; liaison between the presbytery and churches seeking financial counsel in general, and the African-American churches in particular; love and commitment to the whole Church; adaptability in dealing with the wide variety of calls on her energy and expertise; ability to care about and work with people; good humor and personal warmth; and a continually growing, stretching quality of life and spirit. Areas for improvement were identified as: speaking up as often as her wisdom and perspective are needed; directly confronting incompetence or conflict; and caring for herself and her own needs.

In the judgment of the Committee, Willie is an important part of Salem's leadership team. She brings integrity to the business affairs of the Presbytery, and resources several of its structures as well. She should be reelected for another term of service.

In its evaluation of Mike Warren, the Committee felt that his assets include: love for and commitment to the health of the church; ability to develop systems for initiative and response; deep caring for people; insight into his own limits (and accompanying self-care); conscientious response to needs of churches, church leaders and resource groups; commitment to learn and grow in his faith and effectiveness in his calling; and his deep sense of calling to this particular ministry. Areas for improvement are mainly the shadow sides of his strengths: struggle with his grasp of a mammoth task; doubts and self-criticism of his own effectiveness; sensitivity to criticism; a sense of drivenness beyond what is possible in terms of time and energy; and trying to take on too much himself rather than fully developing others for response.

The Committee believes that Mike is invaluable to Salem at this time in its life. He is the right person in an extremely important position. He should be reelected for another term.

It is with sadness that the Personnel Committee reports that Catherine J. Reed has indicated her intention to retire from the position of Hunger Action Enabler as of October 31, 1995. While the recommendation for her honorable retirement will come from the Committee on Ministry, the Personnel Committee would like to suggest that a Service of Retirement for Katy, recognizing and celebrating this milestone in her ministry, be held at the Presbytery meeting on October 24.

The Committee believes that some study should be given to the needs and resources for staffing of Salem Presbytery before calling a new Hunger Action Enabler. Consequently, the Committee recommends that the Council undertake such a study so that the Presbytery may call and assign staff in the best possible way.

ACTIONS:

12. Ms. Willie Garvin was reelected to an additional three-year term as Presbytery Associate for Finance and Business Affairs/Treasurer, beginning May 15, 1995.

13. Dr. A. Michael Warren was reelected to an additional three-year term as Associate Presbyter for Care and Development of Leadership, beginning September 1, 1995.

14. Salem Presbytery commended Ms. Garvin and Dr. Warren for their dedicated and faithful service over the last three years, and The Reverend James Henderson led a prayer of thanksgiving and intercession for them.

15. Presbytery voted that a service of retirement be held for the Reverend Reed at the meeting of Presbytery on October 24, 1995, at which time the Presbytery will celebrate her service to Christ and the Church and recognize this important milestone in her life and ministry.

16. Presbytery empowered the Council appoint an ad hoc committee to study and make recommendations regarding the staffing pattern of Salem Presbytery in general, with particular attention given to the Hunger Action Enabler. The committee will report back through the Council to the meeting of Presbytery on July 28-29, 1995.

EVANGELISM COMMITTEE

Ron Bowie, Moderator

Mr. Bowie presented an award to the Buffalo Church for having signed the commitment to Evangelism. It was noted that Buffalo is the 14th church in Salem Presbytery to sign the commitment.

BICENTENNIAL FUND ACCOUNTABILITY COMMITTEE

John G. Truitt, Moderator

The Bicentennial Fund is alive and supporting mission within Salem Presbytery and throughout the Presbyterian Church.

We want you to know that as of March 1, 1995, 36 churches within Salem Presbytery have contributed:

$213,933.30

in support of special projects proposed by the General Assembly, the Synod, and 18 local projects approved by our Presbytery.

$78,570.77

of the $213,933.30 contributed has been designated by the donors for 13 of the 18 projects within Salem.

$31,995.05

has been disbursed to 5 of the 13 projects. Another $10,310.00 has been approved by the Accountability Committee for disbursement when the way is clear.

The Accountability Committee meets in March, June, September, and December on the 2nd Tuesday at 10:00 a.m. in the offices of Salem Presbytery.

As a Commissioner to the Presbytery meeting on April 25, 1995, do you know if your church is one of the 36 that have sent funds in support of the Bicentennial Fund? If you don't know what your church has done or plans to do in celebration of the 200 years of the Presbyterian Church in the United States, please ask your pastor or clerk of Session as soon as you return home. Thank you.

The Bicentennial Fund Accountability Committee

Lois Brake
Rob Evans
Lyne Gamble
Ivan Lowery (2/11/93-3/14/95)
Lois Price
John Truitt (Moderator)
Norm Whitney
Willie Garvin (Staff Advisor)

BICENTENNIAL FUND FOLLOW-UP COMMITTEE

George Carpenter, Moderator

George Carpenter reported for the Committee.

LUNCH

Presbytery was adjourned for lunch at 12:30 p.m. The Reverend Carlton Eversley led the prayer of thanksgiving.

AFTERNOON SESSION

The Moderator reconvened Presbytery at 1:34 and The Reverend George Carpenter led the prayers of intercession and the dedication of the 2¢-A-Meal/Pennies Offering.

GOALS AND EVALUATION COMMITTEE

Norman Whitney, Moderator

Norman Whitney reported on the progress of the Committee.

PREPARATION FOR MINISTRY COMMITTEE

Maggi Henderson/Russ Ritchel, Co-Moderators

ACTION:

17. Upon recommendation of the Committee On Preparation for Ministry, Presbytery enrolled the following individual as a Candidate for Ministry, under the Provisions set forth in G-14.0305d:

Debbie Layman	Starmount Presbyterian Church

The following action on behalf of Presbytery was admitted to record:

The following individuals were enrolled as Inquirers:

Robyn Byrd Garrison	Starmount Presbyterian Church
Raymond Mims, Jr.	Oak Ridge Presbyterian Church

EXAMINATIONS COMMITTEE

David Kivett, Moderator

Presbytery proceeded with the examination of Philip Arthur Beck, William John MacDonald, and Mary Cameron McNeal. Each has been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF MARY CAMERON MCNEAL

ACTION:

18. Presbytery approved the committee and floor examination of Mary Cameron McNeal in accordance with Book of Order G-11.0402.

    a. The Reverend Mary Cameron McNeal was received into Salem Presbytery from Presbytery of the Peaks so that she may accept the call of Faith Presbyterian Church in Greensboro, effective April 15, 1995.

    b. Her credo which follows was approved:

I believe in and belong to the one triune God who has been revealed in the birth, life, death, and resurrection of Jesus of Nazareth who was the fully human and fully divine son of God. It is in the event of the reconciling work of Jesus that I am aware of God's overwhelming grace and love. This work is a mystery centering around the cross of Jesus on which He became victim to the actions of sinful humanity resulting in His death. This gracious act was not deserved and was done solely out of the will and freedom of God's love. It is in the resurrection that the power of God's love over human sin and estrangement was made evident. In choosing to accept eternal life from the risen Christ, I am comforted that death cannot separate us and that I need not fear divine judgment.

The Bible serves as the authoritative witness to the work and revelation of God. God speaks to us through this written word when it is read and preached in the manner which allows for illumination by the Holy Spirit. It is through this illumination that the Scripture, including Old and New Testament, become the spoken word of God bearing testimony to God's work in the history of the chosen people of God in the Old Testament, in Jesus of Nazareth, and in every present time and place of the risen Christ.

The risen Christ is with us through the work of the Holy Spirit and calls us into community to gather into a corporate life of faith and worship of God. We are also called to go into the world to witness to God's grace and work for peace and justice in the hope and assurance that God's purpose will be accomplished according to the divine plan. It is in a life of repentance, obedience and faith that we work anticipating the final triumph of Christ's return.

The church has been given gifts by which to accomplish its ministry and service to humanity. These gifts are used in our journey as means of guidance, renewal and witness to God's love in today's world. The message of reconciliation is given through attentive reading of scripture and preaching and teaching of the Word in dependence upon the Holy Spirit for the illumination of God's Word in today's world. The gift of prayer is used for thanksgiving, confession, intercession and adoration of God. The sacrament of baptism with water is the renewal of God's covenant in which the person dies with Christ, receives God's grace, and enters into the new life with Christ. The second sacrament given to the church is that of the Lord's Supper. This is a celebration in which the church gathers to eat and drink of the bread and wine together remembering the benefits of Christ's death and resurrection. These two sacraments are spiritual symbols in which the community is able to participate in the Word made visible through faith. All these gifts are given to the church universal as a means by which the faithful can work in the assurance of their salvation in memory of that gracious salvation in Jesus Christ.

c. Presbytery approved the establishment of a Pastoral Relationship between Ms. McNeal and Faith Presbyterian Church in Greensboro, North Carolina, effective April 15, 1995; approved the Terms of Call (listed below); and the Call was placed in her hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0501.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$20,900.00
Housing Allowance	6,350.00
Automobile Reimbursement	2,900.00
Continuing Education and/or Book Reimbursement	750.00
Board of Pensions	7,630.00
Moving Expense Reimbursement	Provided

Vacation	Four weeks
Study Leave	Two weeks

c. The following Commission was approved to install her as Pastor of the Faith Presbyterian Church, Greensboro, North Carolina, on April 30, 1995 at 3:00 p.m. at the church.

NAME	RESPONSIBILITY	MINISTER/ELDER
Z. Holler	Preside & Propound the Constitutional Questions	Minister
George Goodman (Guest)	Preach the Sermon	Minister
Jean Rodenbough	Charge the Congregation	Minister
Barbara Clawson	Charge the Minister	Elder
Jack Cornett	Lead in Worship	Elder
John Barney	Question the Congregation	Elder
Sandra Pate	Lead in Worship	Elder

e. Ms. McNeal was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

ACTION:

19. Presbytery approved the committee and floor examination of William John MacDonald in accordance with Book of Order G-11.0402.

    a. The Reverend William John MacDonald was received into Salem Presbytery from the Evangelical Presbyterian Church so that he may accept the call as Associate Pastor of First Presbyterian Church, Winston-Salem, effective May 1, 1995.

    b. His credo which follows was approved:

I believe in one true eternal God, who is revealed through the Scriptures in a Triune nature: Father, Son, and Holy Spirit. God is the Creator and Sovereign Ruler of the Universe, whose nature is one of righteousness and love toward the creation. In God alone are we called to worship and place our full trust.

We were created by God, as male and female, to reflect God's own image and goodness. However, we alienated ourselves from God by choosing to go our own way. God, displaying infinite love and mercy, reached out to fallen humanity through Jesus Christ, the Incarnate Son, to restore us to a right relationship.

I believe in Jesus Christ, God's only begotten Son, who was sent by God to reconcile sinful humanity to their Creator. Jesus, being fully God, and fully man, was born of the Virgin Mary. He suffered, was crucified and buried; and was raised from the dead on the third day. By His resurrection, Jesus overcame death and Satan, making it possible for all humankind to be reconciled to God through faith in Christ.

I believe in the Holy Spirit, the third Person of the Trinity, who dwells in the hearts of those who profess faith in Jesus Christ. God is present with believers here on earth through the Holy Spirit. The Spirit empowers, comforts, convicts, encourages, and enlightens me on my faith journey. The Holy Spirit gives gifts to the Church to build up and edify the Body of Christ so that we may mature into the full stature of Christ.

I believe the Bible is the inspired Word of God, a living witness to God's presence, truth, and action throughout history. The Bible is the Church's final authority in matters pertaining to faith and its practice. The Scriptures guide the Church in a deeper understanding of who God is, and how the Holy One desires us to live.

I belong to the holy catholic Church, a corporate fellowship of saints who are saved by grace through faith in Jesus Christ. Our first priority is to love and worship God will all our heart, soul, mind, and strength. Our second priority is to love the world by proclaiming the Gospel, calling people to reconciliation with God, administering the Sacraments, and promoting justice, peace and healing where inequity, strife, and brokenness abound.

The sacraments of baptism and the Lord's Supper are living testimonies of God's covenant of grace. Baptism signifies repentance, forgiveness of sins, inclusion into the community of faith, and reception of the Holy Spirit. The Lord's Supper empowers us to live holy lives, draws us into deeper intimacy with God, and strengthens our spirits for our earthly journey with God.

c. Presbytery approved the establishment of an Associate Pastor relationship between Mr. MacDonald and First Presbyterian Church, Winston-Salem, North Carolina, effective May 1, 1995; approved the Terms of Call (listed below); and the call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book or Order (G-11.0502g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$27,213.00
Housing Allowance	18,000.00
Automobile Reimbursement	2,900.00
Continuing Education and/or Book Reimbursement	1,000.00
Board of Pensions	12,660.00
Moving Expense Reimbursement	4,500.00
Vacation	Four weeks
Study Leave	Two weeks

d. The following Commission was approved to install him as Associate Pastor of First Presbyterian Church, Winston-Salem, North Carolina, on June 21, 1995, at 7:00 p.m. at the church.

NAME	RESPONSIBILITY	MINISTER/ELDER
Gordon Jenkins	Preside & Propound the Constitutional Questions	Elder
Dean Wolf (Guest)	Preach the Sermon	Minister
Maggi Henderson	Charge the Minister	Minister
Russ Ritchel	Charge the Congregation	Minister
Rudolph Boone	Lead in Worship	Elder
Luella Graves	Prayer of Installation	Elder

e. Mr. MacDonald was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF PHILIP ARTHUR BECK

ACTION:

20. Presbytery approved the committee and floor examination of Philip Arthur Beck in accordance with Book of Order G-11.0402.

a. The Reverend Philip Arthur Beck was received into Salem Presbytery from the Presbytery of Philadelphia so that he may accept the call of the Memorial Presbyterian Church in Greensboro, effective June 1, 1995.

b. His credo which follows was approved:

I believe in the living God, creator of the heavens, the earth, and all life upon the earth, whose power, wisdom, strength, love and justice stretches from everlasting to everlasting beyond human understanding and praise.

I believe that humankind has been created in the image of the living God and that humanity was created to live in a loving, covenant relationship with God. Unfortunately, we have fallen short in the relationship, embracing sin rather than the loving relationship God intended us to be in. Through the rejection of this relationship we become fearful, non-trusting, hateful, and judgmental individuals whose sole purpose is the self. Despite all our sins, individual and communal, God loves us unconditionally.

I believe that this love, known as grace, is revealed in the many blessings God rains upon us each and every day. God's grace not only makes us aware of our sin, but we are also redeemed from sin, even death, by the grace of God.

I believe in the Trinity, God in three persons, commonly and traditionally known as Father, Son, and Holy Spirit although no words can adequately describe God's full nature.

I believe in the God of hope, called Yahweh by the Israelites and Abba by Jesus Christ, who revealed and continues to bring triumph out of tragedy, hope from despair, and gives us life from the abyss of death.

I believe in Jesus Christ, the Son of God, present at creation, fully human yet fully divine, who proclaimed the word and reign of God. Jesus Christ taught us by example to bring good news to the poor, heal the sick, associate with the outcasts, and calls on all humanity to repent and believe.

I believe that Jesus Christ in the ultimate act of love, was crucified, suffered and gave His life for our sins and the sins of the world. On the third day, as prophesied in scripture, Christ rose from the dead, breaking the bondage of death and giving us the gift of life eternal.

I believe in the Holy Spirit, the messenger of God, and the promised companion of humanity by Jesus Christ, who is God with us and is the giver of our spiritual gifts.

I believe that the Bible is the inspired word of God as it chronicles and gives witness to God's covenant relationship with the people of God. It reveals God's continuing grace, and the redeeming act of Christ for people of all generations.

I believe that the church is the body of Christ, called to work together as one, with the Holy Spirit as a guide. This one church is called to be a witness in every age, proclaiming the gospel of Jesus Christ in word and deed.

I believe the sacraments to be special signs and symbols of God's ever present grace. Through baptism we are claimed by God even before we are aware or capable of response. The sacrament of the Lord's Supper reminds us of the life, death and resurrection of Jesus Christ and the feast that is to come.

Amen.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Beck and the Memorial Presbyterian Church, Greensboro, North Carolina, effective June 1, 1995; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0501.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$20,453.50
Manse Allowance	3,350.00
Utilities Allowance	Provided
Automobile Reimbursement	2,900.00
Continuing Education and/or Book Reimbursement	750.00
Board of Pensions	Provided
Moving Expense Reimbursement	Provided
Vacation	Four weeks
Study Leave	Two weeks

d. The following Commission was approved to install him as Pastor of the Memorial Presbyterian Church, Greensboro, North Carolina, on June 11, 1995, at 3:00 p.m. at the church.

NAME	RESPONSIBILITY	MINISTER/ELDER
Ann Jahnes	Preside	Minister
Mary Ann Pardue	Propound the Constitutional Questions	Elder
Nathan Byrd	Preach the Sermon	Minister
Jim Miller	Charge the Minister	Minister
Jim Miller	Charge the Congregation	Minister
Ann Jahnes	Lead in Worship	Minister
Margaret McKnight	Scripture	Elder

e. Mr. Beck was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY

Ann Jahnes/Jim Rissmiller, Co-Moderators

A. Committee Actions Reported for the Information of Presbytery

MINISTERS MOVING WITHIN SALEM PRESBYTERY

1. Concurred with the Session of the Presbyterian Church of the Covenant, Greensboro, North Carolina, in the employment of The Reverend Jean Rodenbough as part-time Staff Consultant for Outreach and Education.

2. Concurred with the Session of Crestwood Presbyterian Church, High Point, North Carolina, in the employment of The Reverend Jann Briscoe as Interim Pastor for a period of six months, effective April 1, 1995.

3. Concurred with the Session of First Presbyterian Church, Winston-Salem, North Carolina, in the employment of The Reverend Max E. Deal as Temporary Support for a one-year period from April 1, 1995, through March 31, 1995.

B. Actions On Behalf of Presbytery to be Admitted to Record

DISSOLUTION OF RELATIONSHIPS

1. Dissolved the relationship between The Reverend Carl Dumford and the Taylorsville Presbyterian Church, Taylorsville, North Carolina, effective April 30, 1995; and dismissed The Reverend Carl Dumford to the Presbytery of Charlotte, pending its request, so that he might accept a call to work in that presbytery.

2. Dissolved the relationship between The Reverend Frank Allen and the Westminster Presbyterian Church, Burlington, North Carolina, effective May 31, 1995, and dismissed The Reverend Frank Allen to the Presbytery of Central Florida, pending its request, so that he might accept a call to work in that presbytery.

3. Dissolved the relationship between The Reverend Lucius Gray and the Alamance Presbyterian Church, Greensboro, North Carolina, effective June 30, 1995, so that he might be retired.

4. Dissolved the relationship between The Reverend Catherine Reed and Salem Presbytery, effective October 31, 1995, so that she might be retired.

5. Dissolved the relationship between The Reverend Worth N. Watts and the Glenwood Presbyterian Church, Greensboro, North Carolina, effective June 30, 1995, so that he might be retired.

6. Dissolved the relationship between The Reverend Warren C. Brannon and the Shiloh Presbyterian Church, Burlington, North Carolina, effective August 31, 1995, so that he might be retired.

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

1. Granted permission for The Reverend George Wright of the Pittsburgh Presbytery to labor inside the bounds of Salem Presbytery for a period of one year, effective March 16, 1995, so that he might serve as a pulpit supply.

2. Granted permission for The Reverend Ernest L. Stoffel of Charlotte Presbytery to labor inside the bounds of Salem Presbytery to serve as a pulpit supply for a period of one year, effective March 16, 1995.

C. Recommendations for the Action of Presbytery that Require Discussion and Attention

PERMISSION TO LABOR OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

ACTION:

21. Presbytery granted permission for The Reverend H. Reid Montgomery to labor outside the bounds of Salem Presbytery in a validated ministry to teach on the faculty of UNC-Charlotte.

HONORABLE RETIREMENT

ACTIONS:

22. Presbytery concurred with the request of The Reverend Lucius Gray to be retired, effective June 30, 1995, and will hold a ceremony for Honorable Retirement for him at the July Presbytery meeting.

23. Presbytery concurred with the request of The Reverend Catherine Reed to be retired, effective October 31, 1995, and will hold a ceremony for Honorable Retirement for her at the October Presbytery meeting.

24. Presbytery concurred with the request of The Reverend George Carpenter to be retired, effective May 15, 1995, and will hold a ceremony for Honorable Retirement for him at the July Presbytery meeting.

25. Presbytery concurred with the request of The Reverend Worth N. Watts to be retired, effective June 30, 1995, and to hold a ceremony for Honorable Retirement for him at the July Presbytery meeting.

26. Presbytery concurred with the request of The Reverend Warren C. Brannon to be retired, effective August 31, 1995, and to hold a ceremony for Honorable Retirement for him at the October Presbytery meeting.

DISSOLUTION OF STATED SUPPLY RELATIONSHIP

ACTION:

27. Presbytery dissolved the stated supply relationship between The Reverend Ares Davidian and the Bethesda Presbyterian Church, Ruffin, North Carolina, due to illness, effective April 25, 1995.

D. Recommendations for the Action of Presbytery To Be Listed in the Omnibus Motion

OMNIBUS MOTIONS

ACTIONS:

28. Lloyd Presbyterian Church, Winston-Salem, North Carolina, was granted a waiver for the rotation of officers (G-14.02021(3), for a period of one year, effective March 16, 1995.

29. Presbytery appointed The Reverend Earl Woodall Moderator of Session for Bethesda Presbyterian Church, Statesville, North Carolina.

30. Presbytery appointed The Reverend Jann Briscoe Moderator of Session for Crestwood Presbyterian Church, High Point, North Carolina.

31. The attached Changes in Terms of Call (Appendix D, pp. 159-163) were approved

BILLS AND OVERTURES COMMITTEE

Charles Williams reported for the Bills and Overtures Committee regarding an Overture submitted by the Grace Presbyterian Church, Winston-Salem, North Carolina.

ACTION:

32. Presbytery adopted the following Overture and directed the Stated Clerk to send it to the General Assembly:

Whereas, the Presbyterian Church (U.S.A.) has a commitment to including the rich diversity of all God's people; and,

Whereas, the 185th General Assembly (1973) of the Presbyterian Church (U.S.A.) adopted an Affirmative Action Policy; and,

Whereas, this Affirmative Action Policy was reaffirmed by the Presbyterian Church (U.S.A.) 198th General Assembly (1986) of the Presbyterian Church (U.S.A.); and,

Whereas, the 204th General Assembly (1992) restated the church's Affirmative Action Policy, including a definition with language in the Book of Order; and,

Whereas, Affirmative Action is now under a severe challenge as a means of achieving Equal Employment Opportunity, and undoing historical effects of discrimination against racial ethnic minorities and women; and,

Whereas, the Presbyterian Church (U.S.A.) has made progress in its efforts to be inclusive, therefore, be it

Resolved that, the 207th (1995) General Assembly:

1. Reaffirms its commitment to Affirmative Action as a means of achieving Equal Employment Opportunity, and to undoing historical and institutional effects of discrimination against racial ethnic minorities and women;

2. Calls upon Presbyterians to be advocates for Affirmative Action and Equal Employment Opportunity;

3. Urges legislators to support Affirmative Action policies;

4. Instructs the Stated Clerk to transmit this resolution to the President of the United States, and to other governing bodies and individuals that may be called upon to advocate Affirmative Action as a means of achieving Equal Employment Opportunity.

REPORT OF THE STATED CLERK

SALEM PRESBYTERY ANNUAL STATISTICAL REPORT - Year ending December 31, 1994

143 churches reported statistical information for the year ending December 31, 1994.

The following churches made no report:

* Danbury Community
* Ebenezer
Mocksville Second
* Mt. Airy First
* Oak View
Peak Creek

* Hope View
Immanuel
Mt. Vernon
Oakland
Pine Hall
* Red House

*No report for 1993 and 1994

MEMBERSHIP

Active Members	**36,733**

Gains

Profession of Faith	
17 & Under	441
17 & Over	510
Certificate	973
Other	92
Total Gains	2,016

Losses

Certificate	689
Death	483
Other	1,442
Total Losses	2,614
Net Losses	598

Baptisms

Infant	378
Adult	148

FINANCES

These figures present the total receipts and expenditures of the 143 (of 155) congregations who reported to Salem Presbytery for 1994.

Receipts

Contributions	$20,174,374	
Capital & Building Funds	2,573,870	
Investments Income	1,037,403	
Bequests	347,320	
Other Income	1,529,258	
Subsidy	135,933	
Bicentennial	94,257	
Total Receipts		$25,892,415

Expenditures

Local Program	$ 7,851,754	
Local Mission	1,358,459	
Capital Expenditures	2,989,870	
Investments	393,388	
Validated Mission	2,004,126	
Theological Education	46,110	
Other Mission	536,508	
Bicentennial Disb.	130,772	
Total expenditures		$15,310,987

ACTION:

33. Presbytery instructed the Stated Clerk to contact each of the churches not reporting in 1994 to make arrangements for the completion of this report.

Notice of Incorporation

Forest Hills Presbyterian Church January 1, 1995
High Point, NC

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-Sixth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Margaret Marks at 2:20 p.m. The next Stated Meeting will be held on Friday and Saturday, July 28-29, 1995, at the St. Paul Presbyterian Church in Greensboro, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
TWENTY-SIXTH STATED MEETING
ALAMANCE PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

DOCKET

April 25, 1995

***Denotes Order of the Day**

8:00 a.m.	Registration	
8:30	Evangelism Committee "GIG" (Good Ideas for Growth)	
8:45	Hymn Sing	*Guy Hunt*
***9:00**	**CALL TO ORDER/OPENING PRAYER**	*Moderator Margaret Marks*
	WORSHIP & COMMUNION Preacher: The Reverend Barbara Dua *The colorful pulpit scarf and stole are gifts of our partners from Kwahu Presbytery of the Presbyterian Church of Ghana. The lettering reads, "God Is Love" and "That They All May Be One".*	
	ORGANIZATION OF PRESBYTERY Quorum Docket and Omnibus Motion Welcome Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time Greeting from Ecumenical Visitor The Reverend Mike Aiken, Pastor, United Church of Christ, Executive Director of the Greensboro Urban Ministry	*Moderator Margaret Marks*
	THEME PRESENTATION: CONGREGATIONAL LIFE DIVISION	*Ed Powers*
	COUNCIL	*Murray White*
	GRANDFATHER HOME FOR CHILDREN	*Rainey Ratchford*
	PEACEMAKING COMMITTEE	*Pat Stephens*
	CHURCH DEVELOPMENT COMMITTEE Korean First and Oak Ridge	*Marsha Hooks*
	PERSONNEL COMMITTEE Reviews: Willie Garvin/Mike Warren	*Ed Lewis*

	EVANGELISM COMMITTEE (Award presentation)	*Ron Bowie*
	BICENTENNIAL FUND ACCOUNTABILITY COMMITTEE	*John Truitt*
	BICENTENNIAL FUND FOLLOW-UP COMMITTEE	*George Carpenter*
	The Reverend Carlton Eversley (concern for four-year old)	
***12:30 p.m.**	**LUNCH**	
***1:30**	**PRAYERS OF INTERCESSION/DEDICATION OF PENNIES/2¢ OFFERING**	
	GOALS AND EVALUATIONS COMMITTEE	*Norman Whitney*
	COMMITTEE ON PREPARATION FOR MINISTRY Debbie Layman	*Frank Allen*
	EXAMINATIONS COMMITTEE The Reverend Philip Beck - Memorial Church The Reverend William J. MacDonald - Associate, Winston-Salem First The Reverend Mary C. McNeal - Faith Church	*David Kivett*
	COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
	BILLS AND OVERTURES COMMITTEE	
	NOMINATING COMMITTEE	*Sam McGregor*
	STATED CLERK REPORT	*John Handley*
***3:10**	**ADJOURNMENT AND BENEDICTION**	*Moderator Margaret Marks*

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
April 25, 1995

A. Supporting information on minister changes:

1. From other presbyteries
   - Philip A. Beck - called to Memorial Church as Pastor, from Presbytery of Philadelphia
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal

   - Mary C. McNeal - called to Faith Church as Pastor, from Presbytery of the Peaks
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal

   - William MacDonald - called to Winston-Salem First as Associate Pastor, from the Evangelical Presbyterian Church
     - Call Forms
     - Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions
1. Molly D. Morgan
2. David H. Sutton

Reference: Stated Clerk

C. Supporting Information for the Stated Clerk
1. Overture from Grace Presbyterian Church regarding Affirmative Action
2. Articles of Incorporation from Forest Hills Presbyterian Church, effective January 1, 1995

Reference: Stated Clerk

D. Requests for Honorable Retirement
1. Warren C. Brannon
2. Lucius A. Gray

Reference: Committee on Ministry

E. Letter from Susquehanna Valley Presbytery regarding Joan LaFollette serving inside the bounds of Salem Presbytery

Reference: Stated Clerk

F. Letter from Presbytery of Charlotte regarding Earl Woodall serving inside the bounds of Salem Presbytery

Reference: Stated Clerk

G. Letter from Synod of the Mid-Atlantic regarding $4,500 grant from GA for Hunger Action Enabler

Reference: Council

H. Candidate Covenant Agreement
   1. Debbie Layman

Reference: Preparation for Ministry and Stated Clerk

I. CPM Evaluation and Recommendation
   1. Robyn Byrd Garrison
   2. Raymond Mims

Reference: Preparation for Ministry and Stated Clerk

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF MOLLY D. MORGAN AS PASTOR OF MADISON CHURCH, MADISON

The Commission appointed by Salem Presbytery to install Molly D. Morgan as Pastor of Madison Presbyterian Church, met at the Madison Presbytery Church on March 5, 1995, at 2:30 p.m. The meeting was called to order by Ann Jahnes. The prayer was offered by Ann Jahnes. The following members were present: Ministers Ann Jahnes, Stewart Ellis, Z. N. Holler, Phyllis Kort; Elders Lois Brake, John Dowdle, and Caroline Vanstory. Ann Jahnes was elected Moderator and Caroline Vanstory Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m. o'clock, the Moderator presiding. Z. N. Holler preached the sermon using as his text Ephesians 4:1-16 and his topic, "The Holy Catholic Church". Ann Jahnes propounded the constitutional questions to the minister. John Dowdle propounded the constitutional questions to the congregation. Ann Jahnes offered the prayer of installation. Molly Morgan was declared duly installed as Pastor of Madison Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Stewart Ellis charged the Pastor, and Phyllis Kort charged the congregation.

Molly Morgan, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Stewart Ellis.

INSTALLATION OF DAVID H. SUTTON AS PASTOR OF GUILFORD PARK CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install David H. Sutton as Pastor of Guilford Park Presbyterian Church, met at the Guilford Park Presbyterian Church on February 19, 1995, at 10:30 a.m. The meeting was called to order by Robert Herron. The prayer was offered by Robert Herron. The following members were present: Ministers Robert Herron, Stewart Ellis, Joanne Hull; Elders Robert Rush and Melanie Rodenbough. Melanie Rodenbough was elected Moderator of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m. o'clock, the Moderator presiding. Stewart Ellis preached the sermon entitled, "Glimpses of Grace". Robert Herron propounded the constitutional questions to the Pastor and the Congregation. Joanne Hull offered the prayer of installation. David H. Sutton was declared duly installed as Pastor of Guilford Park Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) Robert Herron charged the Pastor. Melanie Rodenbough charged the congregation.

David H. Sutton, the newly installed Pastor, pronounced the benediction. The meeting of the Commission was adjourned when the newly installed Pastor pronounced the benediction, the Moderator having been authorized to read and approve the minutes.

APPENDIX D

CHANGES IN TERMS OF CALLS

NAME:		CHURCH:	LOCATION:
Bullock	Malcolm	First - Assoc.	Salisbury

28909.00	Salary	10523.00	Pension/Medical
2875.00	Social Security		Continuing Ed.
8673.00	Housing Allow.		Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
5400.00	Professional Expense	2 weeks	Study Leave
45857.00	Total Compensation	56380.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Cameron	Kathryn	First - First	Greensboro

28583.00	Salary	13339.00	Pension/Medical
	Social Security	1500.00	Continuing Ed.
19055.00	Housing Allow.	2000.00	Auto Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
47638.00	Total Compensation	64477.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Dua	Barbara	First - Assoc.	Greensboro

29664.00	Salary	13843.00	Pension/Medical
	Social Security	1500.00	Continuing. Ed.
19776.00	Housing Allow.	2000.00	Auto Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
49440.00	Total Compensation	66783.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Fiedler	Dusty	Clemmons - 2/3 time	Clemmons

14730.00	Salary	6818.00	Pension/Medical
	Social Security	750.00	Continuing Ed.
9620.00	Housing Allow.	1000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		4 weeks	Study Leave
24350.00	Total Compensation	32918.00	total Cost To Church

NAME:		CHURCH:	LOCATION:
Fiedler	Robert	Clemmons - 2/3 time	Clemmons

14730.00	Salary	6818.00	Pensions/Medical
	Social Security	750.00	Continuing Ed.
9620.00	Housing All.	1000.00	Auto. Expense
	Fur. & Util. Allow		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
24350.00	Total Compensation	32918.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Fisher	Carol	Hawfields - Assoc.	Mebane

9372.00	Salary	7495.00	Pension/Medical
1895.00	Social Security	850.00	Continuing Ed.
15500.00	Housing Allow.	3000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
26767.00	Total Compensation	38112.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Henderson	Robert	Westminster	Greensboro

20300.00	Salary	11700.00	Pension/Medical
2700.00	Social Security	1600.00	Continuing Ed.
15000.00	Housing Allow.	2700.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
3780.00	Medical	2 weeks	Study Leave
41780.00	Total Compensation	57780.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Higgins	Cynthia	Westminster - Assoc. - 1/2 time	Greensboro

7070.00	Salary	6310.00	Pension/Medical
1450.00	Social Security	1000.00	Continuing Ed.
12000.00	Housing Allow.	1160.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
2040.00	Medical Reimbur.	2 weeks	Study Leave
22560.00	Total Compensation	31030.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Horner	Fred	First - Assoc.	Greensboro

35381.00	Salary	16511.00	Pension/Medial
	Social Security	1500.00	Continuing Ed.
23587.00	Housing Allow.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
58968.00	Total Compensation	78978.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Kort	Phyllis	First - Assoc.	Burlington

21188.00	Salary	10643.00	Pension/Medical
2701.00	Social Security	500.00	Continuing Ed.
14123.00	Housing Allow.	2400.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
38012.00	Total Compensation	51555.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Layman	James	Starmount	Greensboro

33260.00	Salary	15775.00	Pension/Medical
	Social Security	1000.00	Continuing Ed.
23280.00	Housing Allow.	3120.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
56540.00	Total Compensation	76435.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Plexico	A. B.	Hawfields	Mebane

28798.00	Salary	14483.00	Pension/Medical
2235.00	Social Security	772.00	Continuing Ed.
	Housing Allow.	8755.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
31033.00	Total Compensation	55043.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Poulos	Michael	First - Assoc.	Greensboro

18000.00	Salary	8400.00	Pension/Medical
	Social Security	1500.00	Continuing Ed.
12000.00	Housing Allow.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
30000.00	Total Compensation	41900.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Sebesan	Dennis	Jamestown	Jamestown

45240.00	Salary	12667.00	Pension/Medical
6922.00	Social Security	1872.00	Continuing Ed.
	Housing Allow.	2600.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
52162.00	Total Compensation	69301.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Shetler	Jerold	First	Greensboro

55480.00	Salary	25891.00	Pension/Medical
	Social Security	3000.00	Continuing Ed.
36987.00	Housing Allow.	1500.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
92,467.00	Total Compensation	122858.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Sosebee	Billy	Second	Lexington

25000.00	Salary	9796.15	Pension/Medical
2486.25	Social Security		Continuing Ed.
7500.00	Housing Allow.	4000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
34986.25	Total Compensation	48782.40	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Thompson	Erich	Starmount - Assoc.	Greensboro

22807.00	Salary	12513.00	Pension/Medical
	Social Security	1000.00	Continuing Ed.
21913.00	Housing Allow.	1500.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
44720.00	Total Compensation	59733.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Tolar	Robert, Jr.	First - Assoc.	Asheboro

17866.00	Salary	8812.00	Pension/Medical
2389.00	Social Security	1000.00	Continuing Ed.
11286.00	Housing Allow.	1252.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
31541.00	Total Compensation	42605.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Ward	Russell, Jr.	First	Asheboro

29935.00	Salary	13335.00	Pension/Medical
3656.00	Social Security	1000.00	Continuing Ed.
14169.00	Housing Allow.	1444.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
47760.00	Total Compensation	63539.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Williams	Charles	First	Burlington

34167.00	Salary	17164.00	Pension/Medical
4356.00	Social Security	1500.00	Continuing Ed.
22778.00	Housing Allow.	4982.00	Auto. Expense
	Fur. & Util. Allow.	175.00	Other Insurance
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
61301.00	Total Compensation	85122.00	Total Cost To Church

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VOLUME VII NUMBER 3

Minutes of

SALEM
PRESBYTERY

TWENTY-SEVENTH STATED MEETING
ST. PAUL PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
July 28-29, 1995

MINUTES OF

SALEM PRESBYTERY

TWENTY-SEVENTH STATED MEETING
ST. PAUL PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

July 28-29, 1995

OFFICERS

Moderator	Margaret Marks
Moderator-in-Nomination	N. N. Fleming, III
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
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Phone: (910) 766-3393
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TWENTY-SEVENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

ST. PAUL PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

July 28-29, 1995

FRIDAY MORNING SESSION

The Twenty-Seventh Stated Meeting of Salem Presbytery, held on Friday and Saturday, July 28-29, 1995, at the St. Paul Presbyterian Church, Greensboro, North Carolina, was called to order by Moderator Margaret Marks at 10:00 a.m. on Friday, July 28. The Presbytery then joined in a service of Morning Prayers and Communion led by the Reverend David Leininger. The opening prayer for worship served as the opening prayer for the meeting. Ms. Lou McAlister East, Candidate for Ordination, preached the sermon entitled, "Closing the Gap". The organist was E. William Allred, II.

ENROLLMENT

Commissioners	
Elders	132
Ministers	109
Corresponding Members	
Ministers	1
Church Educators	3

Administrative	
Non-Commissioners	3
Visitors	57
Total	305

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., J. Lawrence Ayers, Philip A. Beck, Jesse W. Bledsoe, Linda L. Blessing, Ronald L. Bowie, Warren C. Brannon, Janet B. Briscoe, Nathan L. Byrd, David M. Cameron, Kathryn J. Cameron, George C. Carpenter, Carole F. Chase, M. Gray Clark, Robert E. Cleveland, Frederick A. H. Coates, William J. Cowfer, Dale W. Davidson, M. Susan Dobyns, Christopher F. East, Stewart E. Ellis, Robert C. Evans, III, Jeffrey J. Falter, Dusty K. Fiedler, Carol C. Fisher, Charles G. Fitzpatrick, Elijah B. Freeman, Robert O. Freeman.

G-M

Murv' L. Gardiner, Robert J. Goforth, Lucius A. Gray, J. Randy Hall, Hewon Han, John M. Handley, Holly D. Hayes, William C. Hayes, David C. Heil, James Henderson, David L. Henry, Cynthia R. Higgins, Robert M. Howard, Joanne R. Hull, Stephen A. Hundley, George Hunter, Ann B. Jahnes, Robert S. Jeffords, Sr., Kurt W. Johnston, William Jones, Henry J. Keating, J. David Kivett, William R. Knox, Phyllis M. H. Kort, William F. Lawrence, Jr., David E. Leininger, Robert M. Lewis, S. Edwin Lewis, William J. MacDonald, Robert M. Matthews, Stephen P. McCutchan, Charles T. McKee, Mary C. McNeal, Judson J. Milam, John L. Milholland, E. Thomas Miller, K. Moser Misenheimer, James A. Mitcham, Molly Dotson Morgan, Allen E. Morrison, Stephen A. Moss, Lisa M. Mullen.

N-Z

J. Herbert Nelson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, W. Clark Porter, III, Catherine J. Reed, Marie P. Reed, Leland A. Richardson, Raymond W. Riddleberger, Paul N. Ridolfi, James M. Rissmiller, R. Page Shelton, Jerold D. Shetler, Jeffrey D. Smith, Stevan A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, William F. Stephens, III, Samuel Stevenson, Patricia F. Stewart, Larry E. Summey, Al F. Thomas, Jr., Erich W. Thompson, John G. Truitt, W. Russell Ward, Jr., A. Michael Warren, Worth N. Watts, Kellie E. Weekley, Norman M. Whitney, Sr., Daniel C. Wilkers, Stephen H. Wilkins, William T. Wing, Paul D. Woodall, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr., Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, L. Adlai Boyd, Malcolm M. Bullock, Charles R. Carter, Frank M. Dew, James A. Dickens, Barbara E. Dua, Robert A. Fiedler, James T. Frazier, Larry W. Freeman, Robert M. Gant, Jr., Margret L. Henderson, Robert W. Henderson, Robert W. Herron, Fredrick R. Horner, Guy W. Hunt, Jr., Walter W. King, Thomas K. Lane, James E. Layman, Robert E. Lee, David T. Lee-Andrews, B. Paul Lindsey, Z. Bradford Long, Steve A. Martin, Sam E. McGregor, Jr., James F. Miller, George H. Murray, IV, Lisa T. Nelson, Jeannette G. Rodenbough, Donald G. Scofield, Jr., Dennis J. Sebesan, A. Carter Shelley, Paul R. Snell, David H. Sutton, Dan M. Thornton, Robert G. Tolar, Jr., William C. Weckerly, John A. Wilkerson, Jr., Charles Williams, J. Gordon Williams.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonzo M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest M. Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Chappell, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Ares Davidian, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, John E. Eliason, Norris L. Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, John S. Johnson, Morton Kurtz, Julian Lake, Donald E. Lannon, William F. Long, Wilkes D. Macaulay, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, William S. Metzel, Donald Mimbs, H. Reid Montgomery, William H. Morrison, Joseph B. Mullen, Robert T. Osman, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, John C. Brearley, Robert A. Bryant, Robert E. Button, O. Leighton Culler, Kermit W. Dancy, Max E. Deal, William Riche DeLong, Carlton A. G. Eversley, Philip R. Gehman, Carter G. Gillespie, Scott C. Girard, Joel M. Long, J. Roger Marrow, James M. Mauldin, Gail Porter Nelson, Richard E. Osmer, Franklin L. Partridge, III, Steve Macon Pharr, Joseph L. Pickard, Michael J. Poulos, Russell H. Ritchel, Jr., Grant M. Sharp, Jerry M. Smith, John B. Talmage, Glenn C. Thomason, Rockwell P. Ward, Benjamin F. Williams, James K. Wilson, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Edna May, J. Frank McAdams, Roger H. Smith, Allen Temple Margaret Cowan, Virginia Mott, Asbury Tom Sheppard, Asheboro First Ruth Allen, Jan Monroe, Baird's Creek Jinx Miller, Bethany (Graham) Floyd E. Guthrie, Bethany (Statesville) Edgar Ingram (Friday), Ronny Bass (Saturday), Bethel Paul Boone, Jimmie Flippin, Bethesda (Statesville) Phillip McCoy, Beulah Debbie L. Coles, Elizabeth R. Scott, Bixby Carter Robertson, Boone First Ralph Nilles, Buffalo Lucy Ayers, Burlington First Tom B. Collins (Friday), Ronald A. Pruitt (Friday), May T. White (Saturday), Rebecca Whitenack (Saturday), Church of the Covenant Amanda Burns, Church of the Cross Marion S. Clark, Clemmons Gayle Priester, Clio Adrian Dobson, Community in Christ Marsha Hooks, Cooleemee Kevin Dodd, Covenant Mary Young, Cross Roads Sarah W. Cobb, Ruth S. Walker, Dellabrook Annie McRae, Frederick N. Terry, Dogwood Acres Frances Fitzpatrick, Elkin Ralph O. Lanier, Fairmont Ray Fritts, Frances Hedrick, Faith Virginia Cornet, Fellowship Nancy Gibble, Fifth Creek Albert Gurley, Flat Rock Mike Marshall, Forest Hills Cathy C. Bencini, Forest Park Patty Witherington, Francisco Octavia Edwards, Franklin G. S. Thomason.

G-M

Glendale Springs Leslya Phipps, Grace Eglon B. Bailey, Greensboro First Erwin Fuller, Flora Price, Janie Thomas, Richard Wharton, Darlene Young, Guilford Park Bob Kollar, Hawfields Carolyn Long, Joanne McAdams, High Point First Carl Bailey, Ray Bretzmann, Fred Teague, Murray White, Jr., Highland Elaine Handley, Caroline A. Wright, Hills Don Martinat, Hope View C. J. Gant, John Calvin Joyce Caddell, Laurel Fork Don Tucker, Lexington First Cliff M. Leonard, Bill Zell, Lexington Second Bettie Jane Mauney, Curtis Morrow, Madison Pat Hayes, Mebane Ivan Tyre, Sharon White (Friday), Brooks Gardner (Saturday), Memorial Glenn Campbell, Mocksville First Glenna Lagle, Glenn Scott, Mooresville First Christine M. Davidson, Miriam W. McNeely, Mt. Jefferson Orleta M. Demuth, Mt. Tabor Constance Purcell, Mt. Vernon Rachel S. Hunter.

N-Z

New Creation Barbara Clawson, North Wilkesboro Charles D. Klein (Friday), Perry S. Snipes (Friday), Doug Strader (Saturday), Jim Trice (Saturday), Oak Ridge Shirley K. Bear (Friday), Floyd Jackson (Saturday), Old Town Linda Saleeby, Parkway Hervey Martin, Piedmont George Florence, Pilot Mountain First Jack Palmer, Pittsboro Edith Wasko, Prospect Jeff L. Meadows, Reid Memorial Mary H. Carr, Aurilia Young, Reidsville First Anne Scott, Salisbury First Larry G. Ford, Bob Ingram, Jean Jordan, Sandy Ridge Terry Harris, Shallowford Charles Lawrence, Shiloh (Burlington) Ralph Thomas, Siler City Edna E. Becker, Smyrna Polly Blankenbaker, Speedwell Nori Torbert, Spencer Jonnette J. Powell, Springwood Mike Griggs, St. Andrews Billy Speaks, St. James Louise F. Cummings, Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) Louise Coble, St. Paul (High Point) Charles Phifer, Sandra P. Tillman, Starmount Martha Lou Anderson, Eloise R. Lewis, Robert B. Lloyd, Jr., Stony Creek Ray Apple, Third Creek Joyce Brown, Thomasville First Buck McColl, Thyatira Frank Fuller, Jr., Trinity (Elon College), Barbara H. Janell, Trinity (Salisbury) Ruth Russell, Myrtle B. Stevenson, Trinity (Winston-Salem) Thomas Hudspeth, Unity Donnie Whitesides, Vandalia Ann Brown, Wentworth Doc Sherron, Westminster (Burlington) George L. Turner (Friday), William Draver (Saturday), Westminster (Greensboro) Carolyn Plumb, William Wardlaw, Winston-Salem First Ed Carter, Don Castleman, Graham Lynch, Yanceyville Bertha Cobb.

The following Churches were excused from having representatives at this meeting of Presbytery:

Cleveland, Collinstown, Crestwood, Gulf, Jamestown, Kernersville First, Logan, Love Valley, Mt. Vernon Springs, New Salem, Old Providence, Pleasant Grove, Salisbury Second, Sparta, Yadkinville.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Bethesda (Ruffin), Boonville First, Calvary, Cameron, Centre, Concord, Danbury Community, Ebenezer, Eden First, Edward Webb, El Bethel, Elmwood, Fieldstone, Freedom, Glenwood, Graham, Greenwood, Griers, Immanuel, Joyce, Korean First, Lansing, Little Joe's, Lloyd, Milton, Mocksville Second, Mt. Airy, First, Oakland, Oakview, Peak Creek, Pine Hall, Pine Ridge, Randolph, Red House, Riverview, Rumple Memorial, Sedgefield, Shady Side, Shiloh (Statesville), Southminster, Statesville First, Stoneville, Tabor, Taylorsville, Whispering Pines, Yadkin United.

The following Church Educators were enrolled:

Edye Williamson, Heather Ferguson, Rebecca McKee.

The following Corresponding Members were present:

Merrill Cook (GAC Staff), Whitewater Valley Presbytery; H. Earl Woodall, Charlotte Presbytery.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Esther K. Preston.

The following Visitors were registered:

Danny Anderson, Helen H. Anderson, Christine H. Bedman, Lois S. Brake, Elaine Buie, C. W. Cameron, Marian Cameron, Virginia A. Cowfer, Cleo Dick, Martha Dobson, Lou McAlister East, Becky Falter, Ezra C. Gilliam, Marion D. Gilliam, Dellene Gudger, Laura Guinn, Thelma M. Hines, Donald Howie, Frances M. Howie, Catrelia S. Hunter, Ruth M. Jenkins, Alyce M. Kelly, Cynthia Kirkman, Gayl Knox, Gerry Knox, Wes Kort, Christie Leininger, Ruth Lenger, Ruby Long, Valena Manley, Margaret S. Marks, Anne McKee, Doris McKnight, Margaret T. McKnight, Elizabeth McPherson, Bert Meyboom, James Miles, Jane Miller, Yvonne R. Miller, Bea Parker, Phyllis Potter, Julia Ruth Richmond, Thomas L. Russell, Ann Saunders, Dot Schoolfield, Otis B. Scott, Charles Sheridan, Ruby Sheridan, Skip Stansell, Pat Stephens, Myrtle Stevenson, Emily Strader, Fred Tatum, Vada Tatum, Ines Webster, Alura Wheeler, Bobby Whitesides.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Murray White, Moderator of Council.

ACTION:

1. Presbytery approved the Docket as amended. (See Appendix A, pp. 193-195.)

OMNIBUS MOTION

Murray White, Moderator of Council, presented the Omnibus Motion. Following the removal of item # 2 from the Committee on Ministry Report, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by the Reverend David Leininger, pastor of the St. Paul Church. Information regarding the facilities and arrangements for the meeting were presented.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were welcomed and seated as Corresponding Members:

Merrill Cook, White Water Valley Presbytery

ECUMENICAL VISITOR

The Reverend David Leininger introduced the Reverend Darrell Kroeze, Pastor of the Glenwood Friends Meeting, who briefly addressed the Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 196-197.)

ACTION:

2. Upon motion, Presbytery accepted the report as information.

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp. 198-199.)

PRESBYNET INTRODUCTION

David Leininger introduced Merrill Cook who spoke briefly regarding PRESBYNET and announced classes being held during the day.

PRESBYTERY COUNCIL REPORT

Murray White, Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED BY COUNCIL:

1. As Trustees of Salem Presbytery, Council approved:

    A. The purchase of the 418 Pine Street property by Mocksville Second.

    B. The request of the New Creation Community Church to sell a piece of property to Habitat for Humanity for $12,000 and to donate another lot to Habitat for Humanity.

    C. The sale of the mobile home at Oak Ridge Church for $6,500 with the proceeds to go to the Building Fund at Oak Ridge.

    D. Dogwood Acres Church incurring a debt to a commercial lending institution of up to $25,000 in order to fund a building and renovation program.

2. Council approved the following committee requests:

    A. Preparation for Ministry Committee to serve Communion at their Annual Consultation June 5.

    B. Peacemaking Committee to hold a Presbytery-wide event June 24 at the Church of the Cross.

    C. Worldwide Ministries Committee to publicize the need of funds for Mr. Bote-Tshiek and the Godo Shepherd Hospital and to sanction the mission trips to both Mexico and Taiwan.

    D. Social Justice Committee to introduce the process of the study of the Church and homosexuality to the June Council meeting and to the July Presbytery meeting in response to a request from General Assembly to presbyteries to provide a vehicle by which its congregations may study this issue.

    E. Hunger Committee to have an event for the Hunger Contact people and other interested persons in the local congregations to answer questions relative to Presbytery's Hunger Program and to share suggestions for their own work: August 6, August 20, and September 10 from 3:00 to 4:30 p.m.

    F. Personnel Committee to grant the Presbytery Staff an "Enrichment Day" on August 10 at which time the office would be closed.

3. Council approved the minutes of the April 25 meeting of Salem Presbytery.

4. Council, responding to a request from the Synod Finance Committee for presbyteries to study and respond to a plan for "Revenue Neutral Transfer of Mission Funds", appointed a Task Force from Council and Budget and Finance Committee to review this plan and make recommendations to Council in September.

5. Council is appointing a Task Force to look at the possibility of having all Presbytery churches worshipping together on a Sunday, perhaps including week-end events, a Celebration of Diversity, and a "Theology Day".

Council appointed a Task Force to study the staffing pattern of Salem Presbytery in general with particular attention given to the Hunger Action Enabler position. Council intends the following action to fulfill the duties of that officer after Ms. Reed retires and until presbytery acts on a report expected early next year by the Goals and Evaluation Committee regarding the structure of Presbytery. Council's Task Force will then be in a position to recommend any permanent revisions in Salem's staffing plan. Therefore, Council moves:

> ACTION:
>
> 3. Salem Presbytery authorized the Personnel Committee to seek an interim Hunger Action Enabler. (That position will be advertized and open to both laity or clergy and is subject to the restriction of G-09.0706 of the Book of Order. Therefore, the interim will not be eligible to become the permanent Hunger Action Enabler.) The Council is further empowered to proceed to employ the nominated interim, if the way be clear.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEES:

1. Council concurs with the report of the Budget and Finance Committee.

2. Council concurs with the report of the Church Development Committee.

3. Council concurs with the report of the Bicentennial Fund Accountability Committee.

THEME PRESENTATION: COMMITTEE ON MINISTRY

Ann Jahnes introduced the presentation and described the overall duties of the Committee on Ministry. Molly Morgan spoke regarding the Triennial Visitation Sub-Committee. She introduced those persons who have agreed to be "visitors". Mike Warren spoke regarding the work of the Conciliation and Professional Care, Support, and Development Sub-Committee. Rick Wurst explained the work of the Calls and Vacancies Sub-Committee.

PRESBYTERIAN WOMEN SKIT: "LISTEN TO EACH OTHER"

A group of women from Salisbury First presented a moving skit portraying some of the distressed positions of women in today's world.

LUNCH

Presbytery was adjourned with prayer for lunch at 12:30 p.m.

FRIDAY AFTERNOON SESSION

The Moderator reconvened Presbytery at 1:30 p.m.

GOALS AND EVALUATION COMMITTEE
Norman Whitney, Moderator

Norman Whitney introduced the report for the Committee and Lib McPherson led the Presbytery through the process of the Committee's work to date. Commissioners were asked comment on the proposed Mission Statement and rank the goals on the sheets provided (see page 191 for the results and the completion of this Committee's report).

PATHWAYS TO LEADERSHIP

Rebecca McKee highlighted the Pathways Event being held on October 14, 1995, at the Parkway Church and urged as many as possible to attend.

PERSONNEL COMMITTEE
Ed Lewis, Moderator

The Personnel Committee conducted the triennial review for Hewon Han, Associate Presbyter for Congregational Life, on June 27, 1995. The review was based on information received on evaluation forms from persons with whom he has worked the last three years, plus insights of the Executive Presbyter/Stated Clerk and members of the Personnel Committee, as well as the Committee's conversation with Hewon.

In its evaluation of Hewon Han, the Committee concluded that he: has high competence and wide experience in education broadly defined, from learning theory to teaching methods; is both a strong advocate of the educational task of the church and of those who lead congregations in that ministry as professional Christian educators; has established a rich and effective resource network throughout the Church and has close association with many of those in the forefront of the Church's educational efforts; works effectively with pastors and other local church leaders in assessing curriculum materials, designing teacher training, and developing strategies for increasing congregational participation; is mature, creative, and enthusiastic; resources committees of Presbytery wisely, making good use of the above mentioned skills and experience; and is readily available to congregations and individuals who seek his help. Hewon is working on his style of leadership to strengthen the empowering of volunteers to carry out their various committee responsibilities and the work of the Presbytery.

The Committee believes that Hewon is an important part of Salem's staff. He should be reelected for another term of service.

Pending the Presbytery's approval of Council's recommendation concerning the employment of an interim Hunger Action Enabler, the Personnel Committee is prepared to advertise for the position, screen applicants, and make a recommendation concerning the employment of an interim Hunger Action Enabler.

ACTIONS:

4. The Reverend Hewon Han was re-elected to an additional three-year term as Associate Presbyter for Congregational Life, beginning September 14, 1995.

5. Salem Presbytery commended Mr. Han for his dedicated and faithful service over the last three years, and Rebecca McKee offered a prayer of thanksgiving and intercession for him.

SOCIAL JUSTICE COMMITTEE
Dale Davidson, Moderator

Dale Davidson, along with other members of the Social Justice Committee introduced the study guide, On Common Ground: A Study for Salem Presbytery on Issues of the Church and Homosexuality, that has been developed by the Committee to aid local sessions in their study of human sexuality. Several members of the Committee presented a skit depicting how a session might discuss the issues.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend George C. Carpenter led by the Reverend Michael Warren. Cynthia Higgins spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Carpenter a framed Certificate of Retirement on behalf of Salem Presbytery.

BUDGET AND FINANCE COMMITTEE
Jud Milam, Moderator

The Budget and Finance Committee needs to put before Presbytery two documents to be incorporated into minutes of Presbytery. Since we do not believe these documents contain new or controversial material we are including them as a part of the Omnibus Motion. The first document entitled "Financial Operating Procedures" describes just that. The second document entitled "Guidelines for Loan and Grant Funds" again is exactly what the title implies. If anyone has significant questions about either of these documents, please ask that they be removed from the Omnibus Motion. Questions for clarification can be asked at any time of Willie Garvin, the Presbytery Associate for Finance, or the Budget and Finance Committee moderator.

The Budget and Finance Committee is presenting before Presbytery its proposed budget for 1996. There are some points of really good news. First, committee and division chairs were conservative in turning in their budget requests, asking for only what they needed and could use in the coming year. This created a scenario where askings and projected income only missed by a little over fifty thousand dollars, which is very good. It did mean, however, that there was no significant item of "fat" that could be cut where program would not be hurt. The most significant bad news is that giving to Presbytery from churches has decreased by three to four percent in each year of the life of this Presbytery. As much as we look for the time when this is turned around, our projections into 1996 must take this factor into account.

The budget shows only modest changes from 1995. Staff has received an inflation increase in salary. Some downward adjustment in the askings of New Church Development and Small Church Subsidy were made, although these are not expected to effect program operations. The one significant change comes in the reduction of the Hunger Action Enabler position. Budget and Finance did not anticipate the expenditure of funds here during the early part of 1996, and perhaps during all of 1996. The position has been replaced with a $10,000 amount to be used for hunger administration and development.

ACTIONS:

6. The document entitled "Financial Operating Procedures of Salem Presbytery" was approved and ordered recorded in the Minutes of Presbytery (see Appendix D, pp. 200-204).
7. The document entitled "Guidelines for Loans and Grant Funds of Salem Presbytery" was approved and ordered recorded in the Minutes of Salem Presbytery (see Appendix E, pp. 205-208).
8. The Proposed 1996 Operating Budget was adopted (see Appendix F, pp. 209-212).

9. The asking budget was approved at 10% of the particular church's budget or an increase of at least 3 percent over the 1995 amount, whichever is greater.

10. Presbytery approved leaving the benevolence distribution at the 1995 level – GA = 24.2%; Synod = 16.9%; Presbytery = 58.9%.

REPORT OF GENERAL ASSEMBLY COMMISSIONER

Sam Stevenson, Pat Stewart, Jamie Pharr, June Woodall, and Russ Ward shared their experiences and perceptions and some of the highlights of the 207th General Assembly. The other Commissioners from Salem Presbytery, Bill Cleveland, Moe Hooper, Dorothy Mintz, and YAD Melissa Raymer, were unable to be present.

DINNER

Presbytery was adjourned with prayer for dinner at 5:30 p.m.

FRIDAY EVENING SESSION

The Moderator reconvened the Presbytery at 6:40 p.m. at which time John Handley led those present in a hymn-sing. Harvey Walker led the prayer of dedication of the 2¢-A-Meal/Pennies Offering.

WOMEN'S MINISTRY COMMITTEE

Gayl Knox, Moderator

PUT ON YOUR TRAVELING SHOES FOR A TRIP TO CHINA. We are pleased to invite the men and women of Salem Presbytery to hear the report of the Reverend Jean Rodenbough on her trip to China. Jean will "take us on a Pathway to China" at the Pathways event, Parkway Presbyterian Church, **October 14**. She will also "take us to China" when she speaks at the **October 24** Presbytery meeting. Mark your calendars.

"WHERE IS THE 'OLD GIRLS' NETWORK?" Clergy women of Salem Presbytery are invited to an all day (10 a.m. to 3 p.m.) gathering **NOVEMBER 8** with the Reverend Lillian Taylor. Lillian Taylor has led some interesting and exciting workshops in our area, as well as at the Women's Triennial at Ames, Iowa, in 1994. She is an avid reader and reviews books for Presbyterian Outlook.

More information will be out in the weeks ahead. If you know of anyone who should be on our list, please let us know. If there are any questions, call Bea Parker (910-299-3930), Gayl Knox (704-262-3881), or Catherine Reed at the Presbytery Office (910-766-3393).

A NEW VOICE IS HEARD: By the time you read this, you will probably have read something about "Voices of Sophia", a new, national organization of Presbyterian women and men, and some ecumenical partners, which seeks to explore the feminist perspective in the church today. At a meeting over Mother's Day weekend, 87 women and a few men, all of whom care very deeply about the PC(U. S. A.), met "to organize Voices, share experiences, name truths and plan for the future."

"Voices of Sophia" calls the church to responsible theology, reclaims the fullness of God's image, embraces the diversity in the world, and welcomes the voices of women as we head into the 21st Century.

Three interesting books for those who wish to know more about the concerns of the women and men who are active in this Christian, Presbyterian, feminist organization:

Discipleship of Equals by Elizabeth Shussler Fiorenza
Defecting in Place by M. T. Winter
The Church in the Round by Letty Russell

If you wish to know more about "Voices of Sophia" or to join, contact Mary Kuhns at 502-228-8834, Sylvia Thorsen-Smith at 515-236-7955, or Gayl Knox 704-262-3881.

DON'T FORGET TO MARK YOUR CALENDARS

Pathways October 14   **Presbytery October 24**   **Clergywomen's Day November 8**

ECUMENICAL RELATIONS

Bob Freeman reported emphasizing the Presbyterian/Lutheran Dialogue on September 11.

NOMINATING COMMITTEE

Sam McGregor, Moderator

Neel Fleming made the report for the Nominating Committee.

ACTION:

11. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:
    Children's Ministry Committee
        Class of '95
            Sophie Kivett (Salisbury First)   r. Donna Chase

    Educational Ministry Committee
        Class of '96
            Amy Staley (Siler City)   r. Hazel Connelly

    Examinations Committee
        Class of '95
            Marshall Taylor (Mebane)   r. Carl Dumford

    Hunger Committee
        Class of '97
            Elizabeth Scott (Beulah)   r. D. Stevenson
        Class of '97
            Jim Lowe (Starmount)   r. I McClelland

    Peacemaking Committee
        Class of '95
            Marsha Mutch (Madison)   r. Angus McGregor

    Preparation for Ministry Committee
        Class of '96
            Robert Thomas (Westminster)   r. Frank Allen

Representation Committee
Class of '97
Paul Gilbert (Statesville First) r. Bill Buie

Single's Ministry Committee
Class of '96
Darleen Callaghan (Jamestown) r. Teena Burton
Class of '96
Gary Stephenson (Guilford Park) r. Ken Norton
Class of '97
Dumont Bunker (Asheboro First) r. A. Edwards

Stewardship Education Committee
Class of '96
Dusty Fiedler (Clemmons) r. Bill Amidon
Class of '96
Bill Cowfer (Barium Springs) r. James Dickens

Youth Ministry Committee
Moderator
David Bates r. Bill Chase
Class of '95
Sarah Beth Christie (Graham) r. Bill Chase

REMAINING COMMITTEE VACANCY:
Youth Ministry Committee
Class of '95 ________________________________ r. Anita Leone

ACTIONS:

12. The following persons were elected as commissioners to the October meeting of the Synod of the Mid-Atlantic:

MINISTERS: PRINCIPAL COMMISSIONERS

Chris East	Buffalo
Phillip Pogue	Glendale Springs
Jim Mitcham	Shady Side
Marie Meed	Yanceyville

MINISTERS: ALTERNATE COMMISSIONERS

George Hunter	Trinity (Salisbury)
Fred Horner	Greensboro First

ELDERS: PRINCIPAL COMMISSIONERS

Speedwell
Calvary
Community in Christ
Salisbury First

ELDERS: ALTERNATE COMMISSIONERS

Korean First
Mooresville First
St. James
Fairmont
St. Paul (Greensboro)

13. Council was authorized to elect additional commissioners to the October Meeting of the Synod of the Mid-Atlantic in order to insure full representation from Salem Presbytery.

RECOGNITION OF CERTIFICATION AS CHRISTIAN EDUCATOR

After explaining the worthiness of the Christian Educator certification, Hewon Han presented the Certification of Christian Educator to the Reverend Pat Stewart.

GOOD NEWS FROM OUR CHURCHES

The following persons shared "good news" of positive things happening within their church/group:

- Boone First - Roots and Wings: New members getting involved!
- Church of the Cross - Farmers Market
- Clemmons - Refugee Resettlement
- Racial Dialogue Group
  - Dellabrook
  - Grace
  - Highland
  - Lloyd
  - Parkway
  - Trinity (Winston-Salem)
- St. James - College Tour
- Thomasville - Cooperative Community Ministry

EVANGELISM COMMITTEE

Ron Bowie, Moderator

Mr. Bowie promoted the "Commitment to Evangelism" and announced the availability of evangelism materials for churches. Boone First was recognized for having signed the Commitment to Evangelism.

EVENING PRAYERS

The service of Evening Prayers was led by Dale Davidson. Candidate for Ordination Alyce Kelley was the preacher, and her sermon was entitled, "Patches, Quilts, and The Body of Christ". E. William Allred, II was the organist. Presbytery was adjourned for the evening to enjoy fun, fellowship, and homemade ice cream.

SATURDAY MORNING SESSION

A service of Morning Prayers was led by Elder Kathy Bencini. Candidate for Ordination Ruth Lenger preached the sermon entitled, "What Is This Thing Called Church". E. William Allred, II was the organist.

COMMISSIONING SERVICE

Nathan Byrd led a commissioning service for the Mexico Work Trip Participants and the Hsinchu Partnership Witness Team. They are:

Mexico Work Trip Participants:

From North Wilkesboro:
- Stuart Barr
- Benjamin Barr
- Bill Brame
- Gordon Finley
- David Ricketts
- Nancy Ricketts
- Charlie Sink

From Pine Hall:
- Phil Iddings
- Robbie Paris
- Chis Rodenbough

From Madison:
- Mary Rodenbough

From St. Paul (Greensboro):
- Aaron Brewer
- Teresa Davis
- Christie Leininger
- Patrick Shanks
- Tammy Spencer
- Brad Spencer
- Shanna Walters

From Thomasville First:
- Jerry Barnes
- Neal Blake
- Philip Griffin
- George (Buck) McColl
- Chuck Patterson
- Eric Silvestri
- Rich Silvestri

Hsinchu Partnership Witness Team:

Christie Leininger, St. Paul (Greensboro)
Harriet Lipe, Prospect
Cynthia Kirkman, Highland
Janie Thomas, Greensboro First
Reverend Phillip Pogue, Glendale Springs/Laurel Fork
Reverend Ed Lewis, Mooresville First

PRESENTATION OF GIFT FROM MWANDI TEACHING LEARNING CENTER

Elder Richard Miller (Salisbury First) reviewed Salem Presbytery's involvement in mission At Mwandi, Zambia, redeveloping Mwandi Hospital and building and programming a Teaching Learning Center. He presented a watercolor painting from the teachers and children of the Mwandi Teaching Learning Center as a gift of gratitude from the people of Mwandi.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend Lucius Gray and the Reverend Worth Watts led by Michael Warren. Donald Howie and Norman Whitney spoke respectively of their contributions to the Church during his ministry. John Handley presented to Mr. Gray and Mr. Watts a framed Certificate of Retirement on behalf of Salem Presbytery.

EXAMINATIONS COMMITTEE
David Kivett, Moderator

The report of the Examinations Committee was presented by the Reverend Holly Hayes.

Presbytery proceeded with the examination of candidates Ruth Ann Brouwer Lenger, Lou McAlister East, and Alyce Marie Kelly. They have passed the General Assembly Standard Exams, received diplomas from an accredited theological school, and have been examined by the Examinations Committee of Presbytery.

RECEPTION OF LOU MCALISTER EAST

ACTION:

14. Presbytery approved the committee and floor examination and sermon of Lou McAlister East.

    a. Lou East was received and will be ordained by Salem Presbytery so that she may accept the call as Interim Pastor at the Westminster Presbyterian Church (Burlington). The effective date is August 6, 1995.

    b. Her credo which follows was approved:

I believe in the one God, who has revealed Godself through a relational loving posture towards humankind. This relational posture is most clearly manifested through the Trinity, and reveals God's eternal nature:

As Creator, and omniscient Presence, God is experienced as Father.

As pure gift of Love and Mercy, God is experienced as Son.

As Sustainer, Nurturer, and abiding Presence, God is experienced as Spirit.

I believe that the most incredible expression of the Grace of God is in the life, death and resurrection of Jesus, who as God and human being, embodied the presence of God in our midst; and broke down the barriers which separate us from the fullest experience of God's Grace and Love.

I believe that my YES to God as experienced in Christ Jesus, is a God-given response to the that has been shown to me, in that I have experienced the wonder and the power of God's Love for me - as I am. When I acknowledge with every fibre of my being that there is nothing I can do to present myself worthy of God's love and forgiveness, then I am most aware of the amazing Grace of God that yearns for me and calls me into relationship.

Freed from my vain attempts to merit God's favor and earn my own salvation, I am compelled and empowered by God's Spirit to extend God's love to those around me. Freed, I am free to love my neighbor even as I have experienced God's Love. I believe that God's free gift of Grace can only be fully embraced as I extend it to others.

God calls me into community with the people of faith; set apart in the world, yet gathered for the purpose of service and reconciliation. As the Body of Christ, we most fully manifest God's Love for all creation as we allow ourselves to be broken and wounded in a suffering, serving love for all men and women; such a love which has been exemplified by Jesus' life and death.

I believe that God speaks to the faith community, the Church, through the Scriptures, gifting us with a rule for life and faith. Further, I believe that the sacraments of Baptism and the Lord's Supper are God's gifts to the Church. Through the power of the Holy Spirit, we are claimed by Grace through the waters of our baptism. In the breaking of the bread, the nature of God as total presence, as emptying of self in love, as complete gift; is experienced and celebrated.

c. The following Administrative Commission was approved to ordain Lou McAlister East (a candidate) so that she might fulfill the position of Interim Pastor at the Westminster Presbyterian Church, Burlington, North Carolina on August 6, 1995 at 3:00 p.m. at the Buffalo Presbyterian Church, Greensboro, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Margaret McKnight	Preside & Propound the Constitutional Questions	Elder
Cynthia Higgins	Preach the Sermon	Minister
Joe Flora	Charge the Minister	Minister
Chris East	Charge the Congregation	Minister
Frank Dew	Lead in Worship	Minister
Luella Graves	Prayer of Ordination	Elder
Anna Phillips (Guest)	Assist in Worship	Elder

d. Ms. East was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ALYCE MARIE KELLY

ACTION:

15. Presbytery approved the committee and floor examination and the sermon of Alyce Marie Kelly.

b. Her credo which follows was approved:

My faith is centrally Christological, in that I believe in a theology of liberation, and in Jesus Christ as God's agent of such. These theological beliefs are subject to the Holy Scriptures. I believe both the Old and New Testaments are the divinely inspired word of God, and are authoritative as to the revelation of God. My faith is also shaped by my experience, as I believe the liberating God of Scripture is intricately involved in my experience, rather than being divorced from it.

Liberation is a biblical motif throughout the Scriptures, and is most clearly presented as God's activity in the world in the Exodus story and the proclamation of Jesus regarding His purpose, i.e. "to bring good news to the poor...to let the oppressed go free" (Luke 4:18). Jesus not only stated His purpose as having come for the liberation of the oppressed, but His life, death, and resurrection identifies Him with those He said He had come to set free: He was a Jew - a unique people, although one humiliated for centuries by foreigners; the son of a modest family, had a limited formal education, was a carpenter by trade, from the time He left home to become an itinerant preacher He lived a poor and lonely life with no permanent abode, He died between two thieves, was unjustly condemned, was betrayed by a friend and sold for thirty pieces of silver, no one defended Him, His friends left Him, He did not even have a grave of His own. Jesus was raised from the dead by the Spirit, exalted, and invested with authority earned through suffering and death.

I believe that Jesus was fully human and fully divine, and as such was God incarnate. His life, ministry and stated mission, I believe, is a revelation of God's continuing purpose in the world. Jesus came as Emanuel - "God with us" (Matthew 1:22-23) - and continues to be present in the Spirit of the risen Christ (2 Corinthians 3:17) who indwells the life and witness of the Church.

I believe in the trinitarian concept of God, Christ, and the Holy Spirit as revealed in Scripture. God in Christ, and through the Holy Spirit takes the initiative in calling to repentance and in offering forgiveness. We are called to respond to God's redemptive action in Jesus Christ and in doing so are transformed and renewed.

My faith embraces the Sacraments of Baptism and the Lord's Supper. Baptism is the sign and seal of God's grace and our response. In Baptism, we participate in the death and resurrection of Jesus. This Sacrament is the foundational recognition of Christian commitment. I believe the Lord's Supper is the sign and seal of our communion with Jesus Christ. At the Lord's Table we remember the life of Christ, and are renewed and empowered. The vows of Baptism are renewed as we acknowledge our communion with the living Christ, and with all believers.

The proclamation of the Word, and the Word enacted and sealed in the Sacraments empowers Believers to participate individually, and corporately through the Church, in the continuing liberating purposes of God.

c. Presbytery approved the establishment of a Pastoral Relationship between Ms. Kelly and Allen Temple Presbyterian Church in Cleveland, North Carolina, effective August 20, 1995; approved the Terms of Call (listed below); and the Call was placed in her hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provision of the Book of Order (G-11.0501.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$19,000.00
Housing Allowance	6,350.00
Automobile Reimbursement	2,900.00
Continuing Education	750.00
Board of Pensions	Provided
Moving Costs	Provided
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was appointed to ordain and install her at the Allen Temple Presbyterian Church, Cleveland, North Carolina, on August 20, 1995, at 5:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister

Melva Costen (Guest)	Preach the Sermon	Elder
Gail Porter Nelson	Charge the Minister	Minister
Margaret Carr	Charge the Congregation	Elder
Frank Wilkinson	Lead in Worship	Minister
Catrelia Hunter	Lead in Worship	Elder
Carlton Eversley	Prayer of Installation/Ord.	Minister

e. Ms. Kelly was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF RUTH ANN BROUWER LENGER

ACTION:

16. Presbytery approved the committee and floor examination and sermon of Ruth Ann Brouwer Lenger.

    a. Ruth Ann Brouwer Lenger was received and will be ordained by Salem Presbytery so that she may accept the call as Pastor of the Spencer Presbyterian Church. The effective date is September 1, 1995. She has been a candidate under the care of Salem Presbytery.

    b. Her credo which follows, was approved:

A brief statement of my faith begins with the conviction of my belief in One true and only God - transcendent, yet intimate. The sovereign God is Creator of all good things and all life - chiefly the creation of humankind in God's own image. I believe that God intended all persons to be unique with gifts which belong to each alone. We are to treasure these in all persons and to return praise and celebration to God in order that we live life with joy, through God's grace alone.

I believe that God chose the perfect example and the most complete revelation of Godself in the Incarnate Son, Jesus Christ. Through His example we are illumined in the way that we are to live. Being human, we are unable to live perfectly, yet are to strive toward that goal. Created with free will, we chose to live in sin, thus severing our relationship with God. Most graciously, our Lord hears our confessions, accepts us with all our faults, forgives, pardons, and promises eternal life, by grace through faith. The life, death, and resurrection of Jesus Christ has made such salvation possible. In Christ we are redeemed.

I believe that we participate in that resurrection, we are renewed and reconciled to God. Our expression and assurance of that renewal and reconciliation is made visible by the signs and symbols which we know as Sacraments. In our Baptism and in the Lord's Supper, the presence and power of our God become known to us once again.

God's gifts to us are many, great, and varied. The inspired Scriptures of the Old and New Testaments have been given to us and to our children as illumination of the works and promises of our Lord. The tradition and stories of those who have gone before us witness to the revelation of God in their lives. The creeds and confessions of our heritage leave inspired wisdom and experience for those who follow. Christian individuals in our own lives tell of the revelation of God today. Lives of prayer, meditation, and devotion continue, by the grace of God, to inspire all who practice them. God's covenant is that which has been, is, and will always remain with God's people.

With unfathomable wisdom, God the Holy Spirit remains present with us at all times to guide and direct, to give comfort and insight,to restore, bless, nurture, affirm, and remind us of love beyond our comprehension. By means of the Holy Spirit, the Christian Church is called into being to work towards the transcendence of humanity's greed and pride. In community, and by the grace of God, we have been called to effect the will of God. By the grace of God, relationships with one another and with God are restored. My trust is in the One God, to whom I belong in life and in death.

c. Presbytery approved the establishment of a Pastoral relationship between Ms. Lenger and the Spencer Presbyterian Church effective September 1, 1995; approved the Terms of Call (listed below); and the call was placed in her hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$19,000.00
Automobile Reimbursement	2,900.00
Continuing Education	750.00
Board of Pensions	Provided
Moving Costs	Provided
(Free use of Manse)	
Manse Allowance	3,000.00
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to ordain her at the Forest Hills Presbyterian Church, High Point, North Carolina, on August 27, 1995 at 3:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Charles Carter	Preside & Propound the Constitutional Questions	Minister
Lisa Mullen	Preach the Sermon	Minister
Michael Hussey	Charge the Minister	Elder
Holly Hayes	Charge the Congregation	Minister
Jonnette Powell	Lead in Worship	Elder
Sara Doug Harris	Read Scripture	Elder
Ronald Wilkins (Guest)	Prayer of Thanksgiving	Minister
Peter Brouwer (Guest)	Prayer of Ordination	Elder
Mary McClure	Lead in Worship	Candidate

e. The following Administrative Commission was approved to install her at the Spencer Presbyterian Church, Spencer, North Carolina, on September 10, 1995, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Lawrence Ayers	Preside & Propound the Constitutional Questions	Minister
Lisa Nelson	Preach	Minister
Tommy Wyatt	Lead in Worship	Elder
Stephen Moss	Charge the Congregation	Minister
Linda Greene	Charge the Minister	Elder
Faye Cecil	Prayer of Installation	Elder

f. Ms. Lenger was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

Presbytery proceeded with the examination of Virginia Ann Cowfer. She has been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF VIRGINIA ANN COWFER

ACTION:

17. Presbytery approved the committee and floor examination of Virginia Ann Cowfer in accordance with the Book of Order G-11.0402.

    b. Her credo which follows was approved:

    I believe that God is real and relevant to all of life, and to whom I respond in all of life. I have always understood God as a heavenly loving parent who cares deeply about what I do with my life and what we all do as stewards of this earthly creation. I believe that God has created all that is, remains a part of all that is and guides all that shall ever be. I believe that God continues creative activities through the power of God's Word now as always. I perceive that Word as it comes to my understanding through the Scriptures, through the person of Jesus Christ and through my experience of the Holy Spirit which invades all of life.

    I have experienced the Word of God coming into my life through the presence of other people who have spoken to me in such ways that I have had no doubt that it was God I was hearing and encountering. Consequently I believe that all of life is Holy and every relationship holds within it the possibility of a Divine encounter.

    I believe that Jesus Christ is the Son of God through whom I come to see the fullness of God in human life as God intends life to be. I understand Jesus as the supreme example to be followed whether that way is easy or difficult. I am well aware that Jesus' faithfulness led Him to the cross. A significant time in my life occurred when I personally encountered a cross and came to an enormous awakening as to the grace, mercy and love that God has for me and which love I am to convey to all whom I encounter.

    I believe the Scriptures to be God's Word for all of life and I have always understood them to be a means whereby God speaks to me. I strive to read and meditate upon the Scriptures as I seek continually to understand God's will for my life. I have been strengthened through God's Word in Scripture throughout my life. I also understand the Scriptures to be the history of God's people and a statement of faith by a faithful corporate community. Thus it is Scripture that holds the people of God together as family.

    I believe the Church to be the visible and active Body of Christ in the world and it is the place where Jesus has chosen to become manifest. I understand the mission of the Church to be one of Word and Sacrament renewing, revitalizing, even breathing life and light into death and darkness. The ministry of the Church, and to which I am called, centers on reconciliation, restoration and redemption. It is a sharing of God's love, grace, forgiveness, mercy and joy. Within a congregation I experience the family of God.

The sacraments of the Church have always held special meaning for me. I believe God's Spirit really does come upon us in our baptism and that the presence and spirit of the Christ really is within us to nourish us in and through our celebrating the Eucharist. I cherish the blessing I have had to have been able to celebrate, offer and share the sacraments of the Church.

c. Ms. Cowfer was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY

Jim Rissmiller & Ann Jahnes, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

MINISTERS MOVING WITHIN SALEM PRESBYTERY

1. Concurred with the Session of the Westminster Presbyterian Church, Burlington, North Carolina, in the employment of Mrs. Lou East (a candidate of our Presbytery) as a Temporary Supply, and concur with the session's request that Mrs. Lou East be ordained so that she might fulfill the role of Interim Pastor for the Westminster Presbyterian Church for a period of one year beginning August 6, 1995.
2. Concurred with the Session of the Alamance Presbyterian Church, Greensboro, North Carolina, in the employment of The Reverend John Wilkerson as Interim Pastor for a period of one year beginning September 1, 1995.
3. Concurred with the Session of the Springwood Presbyterian Church, Whitsett, North Carolina, in the employment of The Reverend George Carpenter as Interim Pastor for a period of six months, effective July 1, 1995.
4. Concurred with the Session of the Taylorsville Presbyterian Church, Taylorsville, North Carolina, in the employment of The Reverend Jeffrey D. Smith as Interim Pastor for a period of one year, beginning July 2, 1995.

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

DISSOLUTION OF RELATIONSHIPS

1. Dissolved the relationship between The Reverend Ivan W. Lowery and the Cameron Presbyterian Church, Statesville, North Carolina; Mocksville Second Presbyterian Church, Mocksville, North Carolina, and the Mount Vernon Presbyterian Church, Cleveland, North Carolina, effective February 16, 1995; and dismissed The Reverend Ivan W. Lowery to the Presbytery of Philadelphia so that he might accept a call to the Trinity Presbyterian Church in Dayton, Ohio.

2. Dissolved the relationship between The Reverend Rollin M. Steele, Jr. and the Springwood Presbyterian Church, Whitsett, North Carolina, effective May 31, 1995; and dismissed The Reverend Rollin M. Steele, Jr. to the Pittsburgh Presbytery so that he might accept a call to the Second United Presbyterian Church in Wilkinsburg, Pennsylvania.

3. Dissolved the relationship between The Reverend Shawn Barkley and the Crestwood Presbyterian Church, High Point, North Carolina, effective April 14, 1995; and dismissed The Reverend Shawn Barkley to Transylvania Presbytery so that he might accept a call to the Versailles Presbyterian Church, Versailles, Kentucky.

4. Dissolved the relationship between The Reverend Henry J. Keating and the First Presbyterian Church, Winston-Salem, North Carolina, effective August 8, 1995, so that he might be retired.

5. Dissolved the relationship between The Reverend Ann B. Jahnes and the Yadkinville Presbyterian Church, Yadkinville, North Carolina, effective June 30, 1995, so that she might accept the call as Chaplain at UNC-G.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

HONORABLE RETIREMENT

ACTIONS:

18. Presbytery concurred with the request of The Reverend Henry J. Keating to be retired, effective August 8, 1995, and approved a ceremony for Honorable Retirement for him at the October Presbytery meeting.

MINIMUM COMPENSATION STANDARDS

19. The following minimum compensation standards were approved:

Pulpit Supply: Churches of 250 membership and over - $75 + federal rate mileage*
Churches less than 250 membership - $50 + federal rate mileage

Moderator for session and congregation meeting:
Churches of 250 membership and over - $35 + mileage and expenses
telephone, printing...)
Churches less than 250 membership - $25 + mileage and expenses

*Current federal mileage rate is 30 cents per mile.

It is understood that if moderating a meeting and preaching, only one honorarium will be offered.

20. Salem Presbytery concurred that there be no increase in Minimum Salary for 1996. Each church which has an existing call to a Pastor is encouraged to consider a 3 1/2% cost of living salary increase.

SALEM MINISTERS AND CANDIDATES ACCEPTING CALLS WITHIN THE PRESBYTERY

21. The call of Presbyterian Campus Ministry Board of the University of North Carolina, Greensboro, North Carolina, to The Reverend Ann B. Jahnes to serve as Campus Minister was found to be in order and the terms of her call (printed below) were approved and the call be placed in her hands. The Committee On Ministry is satisfied with the EEO provisions of the Book of Order (G-11.0502 g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date of the call is August 15, 1995.

Salary	$14,844.31
Housing Allowance	16,000.00
Automobile Reimbursement	2,900.00
Continuing Education	1,000.00
Board of Pensions	Provided

Vacation	Four weeks
Study Leave	Two weeks

The following Administrative Commission was approved to install her as Campus Minister at the University of North Carolina, Greensboro, North Carolina, on September 27, 1995, at 7:00 P.M. at the Associate Campus Ministry Building on the campus of UNC-G.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Lisa Mullen	Preach the Sermon	Minister
Michael Warren	Charge the Minister	Minister
John Neufeld	Charge the Congregation	Elder
Jim Rissmiller	Lead in Worship	Minister
Nathan Byrd	Lead in Worship	Minister
Rick Wurst	Lead in Worship	Minister
Tom Vinson	Prayer of Installation	Elder

D. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY TO BE LISTED IN THE OMNIBUS MOTION

ACTIONS:

22. The Reverend Jeffrey D. Smith was appointed Moderator of Session at the Taylorsville Presbyterian Church.

23. The Reverend Carter Shelley was appointed Moderator of Session at the Yadkinville Presbyterian Church.

24. The Reverend Page Shelton was appointed Moderator of Session at the Boonville Presbyterian Church.

25. The Reverend Grant Sharp was appointed Moderator of Session at the New Salem Presbyterian Church.

26. The Reverend Phyllis Kort was appointed Moderator of Session at the Shiloh Presbyterian Church, Burlington, North Carolina.

27. The Reverend Robert Tolar was released from serving as Moderator of Session at the Whispering Pines Presbyterian Church effective July 29, 1995.

28. The Reverend James Henderson was appointed Moderator of Session at the Freedom Presbyterian Church effective May 18, 1995.

29. The Reverend Jeffrey Falter was appointed Moderator of Session at the Whispering Pines Presbyterian Church effective August 1, 1995.

30. The Reverend Rick Wurst was appointed Moderator of Session at the Bethesda Presbyterian Church, Ruffin, North Carolina, effective May 18, 1995.

31. The Reverend Linda Blessing was appointed Moderator of Session at the Asbury Presbyterian Church, effective May 18, 1995.

32. The Reverend Scott Girard was appointed Moderator of Session at the Clio Presbyterian Church effective May 18, 1995.

33. The Mount Vernon Presbyterian Church was exempt from electing officers for one year, effective through 1996.

CHURCH DEVELOPMENT COMMITTEE

Marsha Hooks, Moderator

The Church Development Committee makes the following report to Presbytery:

DOGWOOD ACRES PRESBYTERIAN CHURCH (Asheboro)

The church is experiencing perhaps their best chance in years to grow and become self-supporting: they have a full-time pastor and are attracting visitors with children, some of their inactive members have begun attending again, they've had to combine the two adult Sunday School classes in order to have space for child and youth classes, they've expanded their service ministry; and there is some residential construction occurring in their community.

The congregation requested that the Session look into possibilities for additional space and improvements that will give their facility more appeal. They plan to (a) add two classrooms, a pastor's study and storage area, a handicap restroom (one member is confined to a wheelchair), and a carport at the entrance to protect people arriving in inclement weather, (b) recarpet and make other minor improvements in the sanctuary, and (c) paint the exterior brick.

The church has approximately $29,000 in their building fund. The additional space and renovations will cost approximately $50,000. They were told in preliminary conversation with a bank officer that the bank would lend them the needed funds in an unsecured loan at the prime rate.

YADKINVILLE PRESBYTERIAN CHURCH

The church is prepared now to pay off in full a Presbytery loan of $5,000 (payments aren't scheduled to begin until November). They want to do this in order to avoid paying interest, they want to demonstrate that they are credit-worthy, and they prefer not to be in debt. They are able to do it because they held several successful fund-raising efforts. The purpose of that loan was to help pay for a new roof.

The church has other necessary repairs that will cost between $3,300 and $3,800. Exposed beams under the eaves of the roof need to be refinished but are layered so thickly with old paint that it would be cheaper to cover them with vinyl than to scrape and repaint. Rain runoff from the roof pours onto the air conditioning units and they need to be under a protective shed.

The CD Committee and church delegation explored alternatives for funding the repairs. Several factors influenced the CD Committee's recommendation: (a) they are losing their part-time pastor, have anxiety about how it will affect leadership, membership, and giving patterns, and do not wish to enter this period with a large debt, (b) they have a clear need which, if left unattended, might result in higher repair costs, (c) they have demonstrated their responsibility regarding loans.

Their loan application, including their annual budget, is on file in the Presbytery office.

ACTIONS:

34. Pending endorsement by the Session of Dogwood Acres, the Church Development Committee was authorized to pay up to $3,000 for the services of a consultant/architect who will work with the congregation and leadership to develop a long-range plan, coordinate current building and renovating efforts with long-range plans, and produce conceptual drawings that reflect long-range planning decisions made by the church.

35. The Yadkinville Presbyterian Church was given a grant of $2,000 and a loan of $1,500 to be repaid in equal monthly installments over a two year period at a rate of 7%.

BICENTENNIAL FUND ACCOUNTABILITY COMMITTEE (BFAC)

John G. Truitt, Jr., Moderator

Salem Presbytery approved a goal of $2,650,000.00 in support of the Bicentennial Fund--to be pledged or received over a three year period 1992, 1993, and 1994. As of May 31, 1995, 40 Salem churches have pledged $980,600.48 and have already sent $228,894.04 to the Fund. Other churches have also indicated their intentions to participate.

For those churches that have yet to take a vote on their participation in the Bicentennial Fund, there is still an opportunity to do so. However, for the sake of those projects that remain unfunded, please take your vote soon, and send the result of the vote to Salem Presbytery. The Reverend George Carpenter and the Reverend Dusty Fiedler, Co-Moderators of the Bicentennial Fund follow-up Committee, will give you excellent assistance and answer your questions as to projects that are still available.

The 18 projects approved for the Salem Presbytery Prospectus amounted to $1,457,500.00 of the $2,650,000.00 goal. And of the $980,600.48 pledged to date, $304,755.30 has been directed to Salem projects. The other $675,845.18 was pledged to Synod and worldwide projects.

In celebration for 200 years of the Presbyterian Church in the United States, Salem Presbytery will give an extra million dollars to local and world missions through the Bicentennial Fund. That's good news!

The BFAC has monitored closely the level of support for the projects within Salem Presbytery. After months of deliberation and review, at its June 13, 1995, meeting, a motion was approved to recommend that Presbytery remove four projects from the Prospectus, bringing the number of projects from 18 ($1,457,500.00) to 11 ($1,047,700.00).

Three projects have been removed by their sponsors:

#10 - "Day Care Tuition Assistance" ($75,000.00)
#11 - "Community Ministry" ($7,500.00)
#15 - "Emergency Prescription Fund " ($7,000.00)

Four additional projects are being recommended for removal by the BFAC:

# 3 - "Cluster Church Educator/Resource Center Coordinator ($46,300.00)
# 5 - "New Ministers for the Church's Future" ($75,000.00)
# 7 - "Video Chronicle" ($5,000.00)
#14 - "Multi-purpose Community Center Building and Programming ($200,000.00)

The above projects are attractive and were presented and approved with vision and confidence. However, the lack of funding and/or the ability of the sponsors to meet their original goals have caused the BFAC to seriously question the viability of these projects. We believe our request will make the remaining eleven projects in the Prospectus more viable.

ACTION:

36. Presbytery removed projects 3, 5, 7, and 14 from The Bicentennial Fund Prospectus for Salem Presbytery.

Any funds received for a project that is removed from the Prospectus will be re-directed by the BFAC, in consultation with the donors, to another project within Salem Presbytery, or returned to the donor churches.

GOALS AND EVALUATION COMMITTEE (Continued)

Norman Whitney, Moderator

Don Castleman (Winston-Salem First) reported that 100 of 123 respondents to the "Mission Review" approved the proposed Mission Statement. 110 of 123 respondents approved the proposed list of Focus Areas. Within the six Focus Areas, he reported rankings by respondents (see Appendix G, pp. 213-215).

PREPARATION FOR MINISTRY COMMITTEE

Maggi Henderson & Russell Ritchel, Co-Moderators

Since the last meeting of Salem Presbytery, the Committee on Preparation for Ministry has been involved in annual consultation. Because of late scheduling, many of our candidates could not schedule a mutually-convenient time to do annual consultation as a group. The Committee is meeting individually throughout the summer with each of our charges.

The Committee has taken the following actions which are reported as information:

- Conducted final assessment of candidate, Lou East, and cleared her for examination.
- Conducted final assessment of candidate, Ruth Lenger, and cleared her for examination.

- Approved Lou East to do pulpit supply at Westminster, Burlington until ordination.

ACTIONS:

37. Salem Presbytery received Francis Rivers under care as a candidate by transfer from Chicago Presbytery.

38. Salem Presbytery approved the transfer of candidate Brian Stewart to Memphis Presbytery so that he may accept the call as Evangelist in Jackson, Tennessee.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-Seventh Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Marks at 11:20 a.m. The next Stated Meeting will be held on Tuesday, October 24, 1995, at the Glendale Springs Presbyterian Church in Glendale Springs, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
TWENTY-SEVENTH STATED MEETING
ST. PAUL PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

DOCKET

July 28-29, 1995

*Denotes Order of the Day
**Numbers in parentheses ( ) correspond to numbers in Packet materials

FRIDAY, JULY 28

9:00 a.m.		Registration	
9:00-9:45		"GIG" (Good Ideas for Growth)	*Evangelism Committee*
***10:00**		MORNING PRAYERS/COMMUNION Preacher: Lou East (Ordinand)	
10:45		ORGANIZATION OF PRESBYTERY	*Moderator Margaret Marks*
		Quorum	
	(1.)	Docket and Omnibus Motion	*Murray White*
		Welcome	
		Moderator's welcome to any corresponding members present and Elders attending Presbytery for the first time	
		Greeting from Ecumenical Visitor The Reverend Darrell Kroeze, Pastor Glenwood Friends Meeting	
	(1.4a)	Communications	
		INTRODUCTION TO PRESBYNET	*Merrill Cook*
	(1.)	COUNCIL REPORT	*Murray White*
11:20	(1.7)	THEME PRESENTATION: COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
12:15 p.m.		SKIT: "LISTEN TO EACH OTHER" Participants from Salisbury First Ruby Long, Jeanne Jordan Ann Saunders, Cleo Dick Phyllis Potter	*Dellene Gudger*
***12:30**		LUNCH/TABLE TALK	

***1:30**		**RECOGNITION OF RETIREMENT** George Carpenter	*Mike Warren*
1:45	(2.)	GOALS & EVALUATION COMMITTEE Presbytery Mission Statement & Focus Activities	*Norman Whitney*
2:35		PATHWAYS	*Rebecca McKee*
2:45	(4.)	PERSONNEL COMMITTEE Triennial Review: Hewon Han	*Ed Lewis*
2:55		SOCIAL JUSTICE COMMITTEE	*Dale Davidson*
3:55	(3.)	BUDGET AND FINANCE COMMITTEE/ STEWARDSHIP EDUCATION COMMITTEE Presentation of 1996 Budget	*Jud Milam*
		PERSONAL PRIVILEGE	*Carlton Eversley*
4:40		REPORT OF GA COMMISSIONERS	
5:40		DINNER	
6:40		HYMN-SING	*John Handley*
***7:00**		**DEDICATION OF TWO-CENTS/PENNIES OFFERING**	*George Carpenter*
7:10	(5.)	WOMEN'S MINISTRY COMMITTEE	*Gayl Knox*
7:20	(6.)	NOMINATING COMMITTEE	*Neel Fleming*
7:25		RECOGNITION OF DCE CERTIFICATION Pat Stewart	*Hewon Han*
7:30		GOOD NEWS FROM OUR CHURCHES Boone First - Roots and Wings: New members getting involved! Church of the Cross - Farmers Market Clemmons - Refugee Resettlement Racial Dialogue Group Dellabrook Lloyd Grace Parkway Highland Trinity (Winston-Salem) St. James - College Tour Thomasville - Community Churches	
8:15		EVANGELISM COMMITTEE PRESENTATION	*Ron Bowie*
8:20		EVENING PRAYERS Preacher: Alyce Kelly (Ordinand)	
		ICE CREAM SOCIAL & FUN	

SATURDAY, JULY 29

8:00 a.m.		ST. PAUL YOUTH FUND RAISER BREAKFAST ($4.00)	
***9:00**		**MORNING PRAYERS** Preacher: Ruth Lenger (Ordinand)	
		COMMISSIONING: Mexico Work Trip Participants Hsinchu Partnership Witness Team	*Nathan Byrd*
		PRESENTATION OF GIFT FROM MWANDI TEACHING LEARNING CENTER	*Richard Miller*
9:45		RECOGNITION OF RETIREMENT Lucius Gray Worth Watts	*Mike Warren*
10:05	(7.)	EXAMINATIONS COMMITTEE Lou East Alyce Kelly Ruth Lenger	*David Kivett*
10:25	(8.)	COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
10:45	(9.)	CHURCH DEVELOPMENT COMMITTEE	*Marsha Hooks*
	(10.)	BICENTENNIAL FUND ACCOUNTABILITY COMMITTEE	*John Truitt*
		GOALS & EVALUATION COMMITTEE (#2. continued)	
	(11.)	PREPARATION FOR MINISTRY COMMITTEE	*Chris East*
***11:45**		**ADJOURNMENT AND BENEDICTION**	*Moderator Margaret Marks*

The following Committees submitted written reports but have no docketed time:

(12.) Ecumenical Relations Committee
(13.) Hunger Committee
(14.) Worldwide Ministries Committee
(15.) Stated Clerk's Report

Announcements:

(16.) Presbyterian Inter-racial Dialogue
(17.) Hunger Committee Training Session and Reminder
(18.) Singles Fall Gathering
(19.) Rodger Nishioka Speaking
Presbytery Evaluation Form (yellow)

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
July 28-29, 1995

A. Supporting information on minister changes:

1. From other presbyteries

   - Virginia Ann Cowfer - Member-at-Large, from Cherokee Presbytery
     - Pending receipt of Certificate of Dismissal

   - Alyce Marie Kelly (Candidate) - from Greater Atlanta Presbytery
     - Letter from Greater Atlanta Presbytery
     - Call Forms
     - Ordination/Installation Commission

2. To other presbyteries

   - Rollin M. Steele, Jr. to Pittsburgh Presbytery

3. Within presbytery

   - Ann B. Jahnes - from Yadkinville Presbyterian Church as Pastor, to Campus Minister, University of North Carolina, Greensboro
     - Installation Commission

   - Ruth Ann Brouwer Lenger (Candidate) - call to Spencer Presbyterian Church as Pastor
     - Call Forms
     - Ordination Commission
     - Installation Commission

   - Lou McAlister East (Candidate) - to Westminster Presbyterian Church (Burlington) as Interim Pastor
     - Ordination Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Philip A. Beck
2. William J. MacDonald
3. Mary C. McNeal

Reference: Stated Clerk

C. Request for Honorable Retirement from Henry J. Keating

Reference: Committee on Ministry

D. Articles of Incorporation from Oak Ridge Presbyterian Church effective February 20, 1995

Reference: Stated Clerk

E. The Reverend Pat Stewart Certified Christian Educator

Reference: Educational Ministry Committee

F. Fund for Theological Education (1%) Participation of Salem churches in the Fund has increased steadily over the past years. The money is used to support the work of our Presbyterian Church (U.S.A.) seminaries and the Presbyterian School of Christian Education. Twenty-three Salem churches contributed $30,483.42 in 1990. Both the number of churches and the amount given has increased each year with thirty-eight churches giving $47,134.89 in 1994.

G. Presbyterian World Service -- Disaster Response Update

Texas/Oklahoma - May 5. Among hardest hit was Ft. Worth area: 70-mile per hour winds, softball-size hail, flash flooding (21 dead, 100+ families homeless, hundreds injured). PWS helping affected Presbyteries assess needs and develop appropriate response.
Oklahoma City Bombing - April 19. PWS provided $30,000 from the One Great Hour of Sharing Offering to Indian Nations Presbytery for grants, counseling, and support/advocacy of survivors.
Louisiana 19 inches of rain in short period felled trees, caused flooding, fires, stalled mass transit, and shut down schools and businesses affecting over 40,000 families in New Orleans alone. PWS provided $10,000 from the One Great Hour of Sharing Offering for food, clothing, shelter, and building materials.

H. Salem Children Reciting Catechism for Young Children Synod reports that 13 children have received certificates and $15 checks from a fund that supports and encourages the study and memorization of the Catechism. They are:

Guilford Park Church	
Jane Andrews Nelson	age 9
Burlington First Church	
Nancee Elizabeth Bingenheimer	age 11
Andrew Tatum Carrouth	age 10
Garrett Lee Davis	age 10
Laura Beth Dingeldein	age 11
Sara Lloyd Ely	age 11
Laura Kristen Hruslinski	age 10
Amy Britton Lassiter	age 10
William Clarke Lindley, Jr.	age 11
Kathleen Wilson Mantz	age 10
Collins Brady McAdams	age 10
Thomas Davis McGowen, III	age 10
Megan Katherine Monroe	age 10

I. Notification of Bethel Church concerning congregational vote August 13, 1995, regarding officer election procedures [Book of Order G-14.0203A(1) & (2)].

J. Report of activities of NC Council of Churches (see attached sheet).

K. Bicentennial Fund Accountability Committee Report for Quarter Ending July 30, 1995

Bicentennial Fund Receipts For The Quarter	$ 7,327.39
Total Bicentennial Fund Receipts To Date	87,941.90
Bicentennial Fund Disbursements For The Quarter	3,300.00
Total Bicentennial Fund Disbursements To Date	36,110.22
Unfulfilled Bicentennial Pledges To Date	$750,948.94

Reference: Information

L. Letter from the Presbyterian Church (U.S.A.) Foundation regarding "New Era Philanthropy".

Reference: Information

MINUTES OF COMMISSIONS ADMITTED TO RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF PHILIP A. BECK AS PASTOR OF MEMORIAL CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install Philip A. Beck as Pastor of Memorial Presbyterian Church, met at the Memorial Church on June 11, 1995, at 2:30 p.m. The meeting was called to order by Ann Jahnes. The prayer was offered by Ann Jahnes. The following members were present: Ministers Ann Jahnes, Nathan Byrd, James Miller; Elders Margaret McKnight and Mary Ann Pardue. Ann Jahnes was elected Moderator and Margaret McKnight, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Nathan Byrd preached the sermon using as his text II Timothy 4:6-16 and his topic, "Installed Because He Is Called". Mary Ann Pardue propounded the constitutional questions to the minister and the congregation. Ann Jahnes offered the prayer of installation. Philip A. Beck was declared duly installed as Pastor of Memorial Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). James Miller charged the Pastor and the congregation.

Philip A. Beck, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by James Miller.

INSTALLATION OF WILLIAM J. MacDONALD AS ASSOCIATE PASTOR OF FIRST CHURCH, WINSTON-SALEM

The Commission appointed by Salem Presbytery to install William J. MacDonald as Associate Pastor of First Presbyterian Church of Winston-Salem, met at First Presbyterian Church on June 21, 1995, at 7:00 p.m. The meeting was called to order by Gordon Jenkins. The prayer was offered by Russell Ritchel. The following members were present: Ministers Dean Wolf, Russell Ritchel, Maggi Henderson; Elders Gordon Jenkins, Rudolph Boone, and Luella Graves. Gordon Jenkins was elected Moderator and Russell Ritchel, Clerk of the Commission. Dean Wolf of West Presbytery (EPC) was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Dean Wolf preached the sermon using as his text Acts 2:42-47 and his topic, "Joy, Joy, Joy!" Gordon Jenkins propounded the constitutional questions to the minister. Luella Graves offered the prayer of installation. William J. MacDonald was declared duly installed as Associate Pastor of First Presbyterian Church of Winston-Salem according the Constitution of the Presbyterian Church (U.S.A.). Maggi Henderson charged the Associate Pastor, and Russell Ritchel charged the congregation.

William J. MacDonald, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF MARY CAMERON McNEAL
AS PASTOR OF FAITH CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install Mary Cameron McNeal as Pastor of Faith Presbyterian Church, met at the Faith Church on April 30, 1995, at 3:00 p.m. The meeting was called to order by Z. N. Holler. The prayer was offered by George Goodman. The following members were present: Ministers Z. N. Holler, George Goodman, Jean Rodenbough; Elders Barbara Clawson, Jack Cornet, and John Barney. Z. N. Holler was elected Moderator and Barbara Clawson, Clerk of the Commission. George Goodman, Presbytery of the Peaks, was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. George Goodman preached the sermon using as his text II Corinthians 5:18-6:1 and his topic, "Covenanting to Share Ministry". Z. N. Holler propounded the constitutional questions to the minister. Jack Cornet propounded the constitutional questions to the congregation. Z. N. Holler offered the prayer of installation. Mary C. McNeal was declared duly installed as Pastor of Faith Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) Barbara Clawson charged the Pastor and Jean Rodenbough charged the congregation.

Mary C. McNeal, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

APPENDIX D

FINANCIAL OPERATING PROCEDURES

SALEM PRESBYTERY

Presbytery Financial Services

1. The "Presbytery Financial Services" through the Treasurer shall receive, hold, and disburse funds to governing bodies, including Presbytery, and agencies as designated by the churches of Salem Presbytery or according to self-allocation percentages approved by Presbytery.

2. The treasurer shall have the authority as directed by the "Budget/Finance Committee" to establish bank accounts and special control accounts for the receipt and handling of funds according to written agreements.

3. Church Treasurers should remit all unified and selected Presbyterian Mission giving to the Treasurer with care taken that all designated funds are marked carefully to insure their proper, intended use. Checks should be made payable to Salem Presbytery and should be accompanied by the appropriate transmittal form detailing the designation of funds and how they will be paid--monthly, quarterly, etc.

4. All funds for all Presbytery programs, shall be received and expended by the Treasurer. Committees of Presbytery do not have the authority to hold funds for Presbytery programs or establish bank accounts for such funds.

5. At least quarterly, financial statements shall be prepared for the "Budget/Finance Committee" and units of Presbytery.

Internal Operating Procedures

1. A double-entry accounting system employing fund accounting principles shall be used in order to maintain all financial records.

2. A chart of accounts detailing all accounts in the general ledger shall be maintained.

3. Non-standard journal entries shall be approved by the Treasurer.

4. Adequate backup (two copies) of computerized records shall be maintained on a daily basis and at least one copy shall be stored in a secure and fire resistant location.

5. Bank reconciliations shall be done on a monthly basis with all receipts and disbursements being verified.

6. Controls of Presbytery receipts shall be handled as follows:

    a. Segregation of responsibilities shall be maintained as to the listing and entering/depositing of receipts on a daily basis.

    b. All checks shall be restrictively endorsed upon receipt.

    c. All daily posting to the church accounts shall be balanced back to the general ledger control accounts to insure the accuracy of posting.

7. Expenditures for operational expenses shall be made through the oversight of the appropriate unit.

8. Payroll shall be administered through the Presbytery Office according to the following procedures:

    a. Employees shall have a W-4, NC-4, and a I-9 on file in order to be set up on the payroll accounts.

    b. Payroll will be administered according to the Presbytery Personnel Policies and Procedures.

    c. Requests for payment of hourly wages shall be approved by the employee's immediate supervisor. Exempt staff shall be paid according to the terms of their call/contracts.

    d. Payroll records shall be reconciled back to supporting documentation to insure accuracy.

    e. Tax deposits and reports shall be made on a timely basis.

    f. All employees shall be paid according to prescribed pay periods.

External Operating Procedures

1. All revenue and expenses shall be monitored by the "Budget/Finance Committee".

2. The accounts of Presbytery shall be audited annually by Certified Public Accountant approved by the "Budget/Finance Committee". The findings of the audit shall be reported to Presbytery and shall be available for inspection by any governing body or member of the Presbyterian Church (U.S.A.)

3. Reserves and excess cash shall be invested under the supervision of the "Budget/Finance Committee" exercising appropriate fiduciary responsibility. At the discretion of the "Budget/Finance Committee", negotiable securities and/or access to them may require two authorized signatures.

4. Budget carry-over from one year to the next budget unit shall not be permitted. The budget for each budget unit shall begin at zero with requests for funding supported by rationale based on the mission goals and priorities of Presbyteries.

5. Institutions and agencies of Presbytery, and the Presbyterian Church (U.S.A.), and institutions and agencies with official relationship to the Presbyterian Church (U.S.A.) shall clear through the Budget/Finance Committee and the Council for recommendation to Presbytery any requests for funds, including campaigns and offerings. Presbytery may recommend to its churches special offerings or campaigns for an institution officially related to Presbytery. The request for the special offering must be received either before or during the budget hearing for the budget year in which the offering is to be received. Such offerings or campaigns may not be solicited except during the first six months of the upcoming budget year.*

6. In order to provide for flexible budgeting of programs, a Program Pool shall be included as a line item in the annual budget for the Coordinating Council to use in budgeting new programs or in adjusting budget programs.

7. The Personnel Committee shall make recommendations regarding staff salaries and other related expenses, after proper review and consultation. These recommendations shall be presented and used in budget preparation, but shall be subject to review and adjustment by a joint meeting of the Coordinating Council and "Budget/Finance Committee" before being presented to Presbytery.

8. All disbursements shall be made by check. No voucher shall be approved and no check shall be issued except for expenses which are within the adopted budget and have been approved by proper unit. Unit expenditures shall be made as follows:

   a. Requests for disbursements to satisfy unit obligations shall be accompanied by supporting documentation.

   b. All program expenses shall be authorized by the unit expending the funds and that all vouchers for expenditures ranging from $1,000 to $5,000 must be signed by the chair of the unit.

c. The Presbytery will not honor bills from a previous year unless or until they have been approved by the current committee moderator. Once, approved, those expenses are then charged against the budget of that committee for the current year.

d. All proposed unit expenses which exceed $5,000 which are not individually identified in the budget must have the approval of the Council.

9. All checks must have at least one authorized signature. For checks of $10,000 or more, two authorized signatures will be required. "The Budget/Finance Committee" shall authorize persons to sign checks.

10. Replacement for checks of $25 or less may be drawn only after ninety (90) days shall have passed; checks amounting to more than $25 may be replaced prior to the expiration of ninety (90) days at the request of the recipient and pursuant to the payment by the recipient of applicable bank service charges relating to stop payment of checks.

11. The Presbytery shall use a board designated cash-flow reserve which at the beginning of each new fiscal year shall be a minimum of $125,000 with annual review. Funds from this reserve shall be used only to maintain an adequate cash flow for the work of Presbytery.

12. Persons handling cash and other valuable assets will be covered by fidelity insurance at a level determined by the "Budget/Finance Committee".

13. Credit card use shall be approved by the "Budget/Finance Committee" for authorized disbursements by designated staff personnel.

14. All Financial Forms shall be approved by the "Budget/Finance Committee."

15. The "Budget/Finance Committee" shall recommend procedures, mileage rates, and other guidelines for allowable Presbytery unit expenses when preparing the budget.

16. The "Budget/Finance Committee" shall oversee the movement of financial records from active to inactive, to permanent storage or destruction. The following criteria shall be used in determining the type of financial records to be kept and the length of time to be maintained:

    a. Availability of duplicate information elsewhere
    b. Identification of information summarized in minutes
    c. Location of primary source of information
    d. Usefulness of records to operation of Presbytery
    e. Records Retention Schedule shall be consistent with legal requirements.

*GUIDELINES FOR INTERPRETATION (Solicitation of Funds Policy)

1. Presbytery shall be concerned that its churches not be inundated with requests for funds in any given year.

2. Institutions and agencies of Presbytery, and the Presbyterian Church (U.S.A.), and institutions and agencies with official relationship to the Presbyterian Church (U.S.A.) shall request approval of Salem Presbytery for inclusion on a recommended list of approved solicitors of special offerings and campaigns in any given year.

3. Presbytery shall be concerned that our churches have adequate information in setting their priorities in response to such requests.

4. Institutions and agencies that wilfully ignore this policy will be subject to not receiving support from Presbytery, either financial or otherwise.

5. Institutions and agencies of Presbytery (not including institutions and agencies of the Presbyterian Church (U.S.A.) or other related bodies) shall NOT collect funds for endowments through such special offerings or campaigns.

6. Presbytery should be concerned to carry out this policy so that churches would understand its helping nature, rather than perceive Presbytery in a negative role.

GUIDELINES FOR LOAN AND GRANT FUNDS

SALEM PRESBYTERY

I. ADMINISTRATION OF LOAN AND GRANT FUNDS

A. The Budget and Finance Committee of Salem Presbytery will administer and oversee the Loan and Grant Funds of the Presbytery including real and intangible properties not otherwise being administered by the Divisions/Committees, Council, Committee on Ministry, local congregations, or institutions of the Presbytery.

B. Requests for the use of funds from the Loan and Grant Funds will be processed by the Finance Committee and approved by Council.

C. The status of loans (notes receivable) will be reviewed by the Budget and Finance Committee in cooperation with the Office of Presbytery.

D. The investment of the Loan and Grant Funds' cash on hand will be managed by the Budget and Finance Committee in cooperation with the Office of Presbytery.

E. Interest earned will be credited and handled as follows:

1. The interest earned by the Church Development Fund shall be credited to the Church Development Fund;

2. Interest earned by the General Loan Fund shall be used in the following priority order:

   a. Restore the General Loan Fund to its minimum desired level of $150,000.

   b. Restore the Grant Fund to its maximum desired level of $15,000.

   c. Return any balance to the General Loan Fund.

3. Interest earned from the Grant Fund shall be credited to the Grant Fund.

F. The minimum fund balances of all assets which includes cash in hand as well as outstanding loans are listed below:

Church Development Fund	$ 70,000
The General Loan Fund	150,000

These minimum levels of all assets will be maintained for the purpose of making loans.

The Grant Fund shall be restored to the desired maximum level of $15,000 as funds become available.

G. Reports will be made to the Presbytery on all loan and Grant requests received and acted upon by the Finance Committee and Council. Reports on approved loans will include the purpose, the amount, the rate of interest, and the length of the repayment period of the loans.

Reports on approved grants will include the purpose, the amount, and other pertinent details of the grant.

H. An annual report on the status of the Loan and Grant Funds, including the available cash on hand, will be made by the Budget and Finance Committee to the Winter meeting of Presbytery.

I. Publicizing the availability of the Loan and Grant Funds will be the responsibility of the Budget and Finance Committee.

II. LOAN FUNDS

A. Type and Purpose of Loan Funds

1. Church Development Fund

Established with designated monies collected from special campaigns in Concord and Orange Presbyteries for church development and redevelopment in the presbyteries.

2. General Loan Fund

Loans for capital improvements can be made from this fund to churches of Salem Presbytery. Although loans from the General Loan Fund are principally for small churches, a church with over one hundred fifty (150) members needing funds for capital improvements may make a request for a loan to the Finance Committee.

B. Guidelines for Loan Funds

1. Loans are available to churches as defined above.

2. The interest rate for a loan will be the greater of either seven per cent (7%) per annum or the prevailing prime rate at the time the loan is made less eight percentage (8%) points, and the interest rate will be calculated on the unpaid balance of the loan.

3. The maximum dollar amount of each loan will be determined by the availability of funds at the time of the request, by the ability of the church to repay the loan, and by the limits stated below:

    a. Church Development Loan Funds cannot exceed eighty per cent (80%) of the proposed expenditure.

    b. General Loan Funds cannot exceed eighty per cent (80%) of the proposed capital improvement expenditure.

4. The maximum length of time for repayment of loans:

    a. Church Development Loan Fund repayments cannot exceed seven (7) years.

    b. General Loan Fund repayments cannot exceed seven (7) years.

5. The payments for all loans will be made in regular monthly installments which include both principal and interest. Loans will commence sixty (60) days after the loan is made.

6. Any exception to the section "Guidelines for Loan Funds" must be approved by both the Budget and Finance Committee and the Council. Exceptions must be reported to Salem Presbytery.

C. Approval of Loans

1. All loans must be approved by the Budget and Finance Committee and Council. Before a loan is approved, the Budget and Finance Committee will Consult with the Church Development Committee for a church extension loan.

2. A signed promissory note stating the terms of the loan and agreement to repay the full amount owed will be required before the Budget and Finance Committee can loan any funds.

III. GRANT FUNDS

A. Type and Purpose of Grant Funds

1. Grant Fund

Grants for capital improvements can be made from this fund to churches of the Presbytery with fewer than one hundred fifty (150) members. This Fund is maintained at an established minimum by interest transferred from the General Loan Fund.

B. Guidelines for Grant Funds

1. Grants are available to churches as defined above in the section entitled, "Type and Purpose of Grant Funds."

2. The maximum dollar amount of each grant will be determined by the availability of funds at the time of the request and will be considered on an individual basis.

3. Any special terms deemed appropriate for a grant may be considered on an individual basis.

C. Approval of Grants

1. All grants must be approved by the Budget and Finance Committee. Before a grant is approved, the Budget and Finance Committee will:

   a. Consult with the Small Church Committee for a Capital improvement, home mission , or church Extension grant to a church with fewer than one hundred fifty (150) members.

   b. Consult with the Church Development Committee or a church extension grant.

   c. Grants in excess of $5,000 must be approved by Council.

2. A donation contract signed by authorized church members will be required before the Budget and Finance Committee can recommend granting any funds to a church.

1996 Proposed Budget

APPENDIX F

INCOME:	1993 Actual	1994 Actual	1995 Budget	1996 Proposed
Benevolence Giving	$1,848,170	$1,774,778	$1,750,000	$1,766,000
Presbyterian Hunger Program	$7,975	$7,750	$7,500	$3,000
Program Receipts	$30,365	$35,897	$35,949	$34,379
Hsinchu	$1,200	$1,863	$1,200	$0
Miscellaneous	$5,477	$10,394	$0	$0
Interest Income	$1,577	$10,120	$2,000	$10,500
Prior Year Unspent Funds	$0	$0		
TOTAL REVENUE	$1,894,764	$1,840,802	$1,796,649	$1,813,879
EXPENSES:				
ADMINISTRATION COSTS				
Executive Presbyter/S.C.				
Salary	$37,811	$38,755	$40,305	$41,716
Housing	$13,000	$13,000	$13,000	$13,000
Pension	$15,315	$15,600	$14,925	$15,320
Self Employment Ins.	$3,887	$3,959	$4,078	$4,186
Dental Ins.	$459	$483	$515	$515
Continuing Education	$671	$410	$1,200	$1,200
Travel	$4,430	$4,948	$4,500	$4,500
Total	$75,573	$77,155	$78,524	$80,437
Assoc. Finance/Treasurer				
Salary	$41,016	$42,041	$43,723	$45,353
Pension	$11,484	$11,772	$12,243	$12,67[illegible]
Social Security	$3,138	$3,216	$3,345	$3,4[illegible]
Dental Ins.	$231	$236	$252	$352
Continuing Education	$549	$519	$1,000	$1,000
Travel	$927	$520	$2,500	$2,500
Total	$57,346	$58,304	$63,063	$65,138
Assoc Presby Care/Leadership				
Salary	$25,000	$21,993	$24,873	$25,743
Housing	$13,000	$16,632	$16,632	$16,632
Pension	$10,640	$11,624	$11,621	$11,865
Self Employment Ins.	$2,907	$2,955	$3,175	$3,241
Dental Ins.	$459	$483	$515	$515
Continuing Education	$1,073	$1,139	$1,000	$1,000
Travel	$2,758	$2,693	$4,000	$4,000
Total	$55,837	$57,519	$61,816	$62,997
Assoc. Presby./Congre. Life				
Salary	$26,894	$27,566	$28,669	$29,672
Housing	$13,000	$13,000	$13,000	$13,000
Pension	$12,025	$12,227	$11,667	$11,948
Self Employment Ins.	$3,052	$3,103	$3,188	$3,264
Dental Insurance	$729	$870	$712	$515
Continuing Education	$423	$697	$1,000	$1,000
Travel	$1,870	$3,023	$3,500	$3,500
Total	$57,992	$60,486	$61,736	$62,900

	1993 Actual	1994 Actual	1995 Budget	1996 Proposed
Hunger Action Enabler				
Salary	$11,591	$11,881	$12,356	
Housing	$7,400	$7,400	$7,400	
Pension	$5,724	$5,812	$5,532	
Self Employment Ins.	$1,453	$1,475	$1,511	
Dental	$231	$236	$231	
Continuing Education	$181	$65	$500	
Travel	$506	$411	$1,200	
Total	$27,086	$27,280	$28,730	$10,000
Sub Total Program Staff	$273,834	$280,744	$293,868	$281,472
NON EXEMPT STAFF				
Salaries/Benefits	$145,143	$136,897	$138,582	$143,433
Travel	$676	$170	$1,000	$1,000
Continuing Education	$398	$402	$800	$800
Overtime/bonus/temporary	$1,603	$3,174	$1,000	$1,300
Pritchett (Orange Prsby)	$8,740	$728	$0	$0
Sub Total Non-exempt	$156,560	$141,371	$141,382	$146,533
TOTAL STAFF COMPENSATION	$430,394	$422,115	$435,250	$428,005
Office Costs				
Rent/Utilities	$23,550	$23,550	$23,550	$23,550
Telephone	$8,369	$8,663	$8,000	$9,000
Custodial	$1,980	$1,980	$1,980	$2,000
Service/Maintenance	$10,354	$13,876	$11,000	$12,000
Office Supplies	$395	($2,755)	$1,634	$1,000
Postage	$3,950	$2,619	$4,000	$4,000
Equipment Maintenance	$1,486	$164	$1,500	$1,000
Equipment Purchase	$3,318	$16,248	$1,000	$2,000
Audit/Legal	$7,960	$7,960	$8,500	$8,500
Insurance	$7,355	$7,063	$7,500	$7,000
Miscellaneous	$100	$165	$200	$0
Legal Fees	$0	$0	$500	$500
Motor Vehicle	$0	$16,589	$0	$0
Sub Total	$68,818	$96,122	$69,364	$70,550
TOTAL ADMINISTRATION COST	$499,212	$518,237	$504,614	$498,555
GOVERNING BODY FUNCTIONS				
Council Costs	$6,460	$15,783	$9,825	$5,490
Black Caucus	$347	$2,518	$981	$3,900
Evaluation & Goals	$258	$23	$800	$800
Nominating Committee	$567	$955	$500	$935
Permanent Judicial Com.	$26	$90	$1,200	$1,200
Representation Committee	$82	$74	$100	$100
Stated Clerk/Presbytery	$17,159	$14,639	$15,900	$16,250
Women of Color	$1,558	$520	$880	$1,025
Self Development Committee	($210)	$1	$0	$0
Bi-Centennial Committee	$70	$432	$0	$0
TOTAL GOVERNING BODY	$26,317	$35,035	$30,186	$29,700

	1993 Actual	1994 Actual	1995 Budget	1996 Proposed
ADMINISTRATIVE SERVICES DIV.				
Division Costs	$0	$24	$100	$100
Communication Committee	$6,327	$6,326	$9,134	$7,934
Budget/Finance Committee	$865	$686	$689	$689
Personnel Committee	$535	$415	$600	$600
TOTAL ADMINISTRATIVE SERV	$7,727	$7,451	$10,523	$9,323
CHURCH DEVELOPMENT DIVISION				
Division Costs	$869	$3,632	$4,000	$2,650
Church Development Committee	$65,317	$42,983	$115,000	$127,116
Evangelism Committee	$1,705	$3,569	$7,150	$7,150
Small Church Committee	$111,184	$116,844	$118,000	$118,000
TOTAL CHURCH DEVELOPMENT	$179,075	$167,028	$244,150	$254,916
CHURCH IN THE WORLD DIVISION				
Division Costs	$2,285	$790	$3,350	$200
Urban Ministry Grants	$28,500	$24,292	$20,167	$20,028
Hunger Committee	$343	$863	$4,400	$1,500
Peacemaking Committee	$6,213	$580	$6,900	$3,375
Social Justice Committee	$2,081	$568	$2,081	$11,250
Criminal Justice Committee	$9,330	$9,240	$10,200	$0
Women's Ministry Committee	$802	$1,522	$2,500	$3,000
Racial Ethnic Committee	$337	$662	$850	$0
Higher Education Committee	$29,007	$36,722	$41,375	$48,375
International Missions Comm.	$5,983	$10,627	$9,000	$12,300
Ecumenical Relations Comm.	$608	$636	$2,000	$2,300
TOTAL CHURCH/WORLD DIV.	$85,490	$86,502	$102,823	$102,328
COMMITTEE ON MINISTRY				
Examinations Committee	$1,061	$859	$1,400	$1,400
Committee Expenses	$5,665	$6,198	$7,000	$8,200
Calls & Vacancies Committee	$1,717	$19,551	$2,000	$2,000
Conciliation Committee	$254	$1,500	$1,000	$2,250
Visitation Committee	$496	$254	$1,000	$2,400
Preparation for Ministry	$18,684	$19,943	$21,100	$23,285
Professional Development	$1,747	$2,108	$2,000	$0
Professional Support	$2,661	$1,750	$3,000	$6,700
Compensation/Retirement	$7,967	$3,490	$3,500	$3,500
TOTAL COMTE. ON MINISTRY	$40,250	$55,653	$42,000	$49,735

	1993 Actual	1994 Actual	1995 Budget	1996 Proposed
CONGREGATIONAL LIFE DIVISION				
Division Costs	$38	$2	$150	$250
Pathways Committee	$6,072	$4,238	$9,000	$8,000
Educational Ministry Cmte.	$3,534	$1,994	$5,025	$3,720
Stewardship Education Cmte.	$1,279	$679	$1,500	$2,075
Worship and Music Committee	$873	$359	$1,450	$2,000
Resource Centers Committee	$3,666	$1,448	$3,400	$3,100
Youth Ministry Committee	$13,991	$8,969	$14,000	$8,400
Children's Ministry Cmte.	$660	$829	$2,000	$2,150
Singles Committee	$324	$413	$1,000	$1,000
Adult Ministry Committee	$1,819	$1,061	$2,515	$2,450
Presbyterian Men	$232	$892	$700	$1,000
Spiritual Formation/Enrichme	$1,731	$919	$2,000	$1,950
TOTAL CONGREGATIONAL LIFE	$34,219	$21,803	$42,740	$36,095
OUTDOOR MINISTRIES				
Outdoor Ministries Division	$405	$139	$600	$600
Camp Grier	$33,543	$28,283	$29,932	$30,755
CampsNewHope/Presbyterian Pt	$74,352	$64,390	$66,634	$71,886
Admin. Cost--New Hope/Presby	$3,600	$3,800	$4,000	$4,160
TOTAL OUTDOOR MINISTRIES	$111,900	$96,612	$101,166	$107,401
TOTAL PRESBYTERY OPERATIONS	$984,188	$988,321	$1,078,202	$1,088,053
ASSESSMENTS				
General Assembly	$167,237	$165,998	$165,997	$165,997
Synod of the Mid-Atlantic	$95,455	$96,442	$96,642	$91,461
BUDGETED BENEVOLENCE				
General Assembly	$350,763	$297,917	$256,831	$261,375
Synod of the Mid-Atlantic	$209,795	$213,243	$198,977	$206,993
Higher Governing Bodies Tota				$725,826
TOTAL EXPENSES	$1,807,438	$1,761,921	$1,796,649	$1,813,879
Excess Income/Expenditure	$87,326	$78,881	$0	$0

Focus Area Living Out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly

Weighted Rank	Rank	Strategic Needs to be addressed:
3	126	Design and implement effective, open, accessible communication system (dialogue, information sharing, quick response) to include appropriate software application
1	271	Develop occasions and methods through which education on issues, faith sharing, Bible study, and open discussion can take place (Presbytery meetings, town meetings, special gatherings, etc.)
2	184	Develop a system of regular, frequent in person contacts with each session (at least sharing Presbytery goals and understanding needs of the churches)
	86	Develop plans to prepare commissioners to Presbytery (Synod/GA) meetings for effective participation and reporting back to session/congregation
	54	Design a stewardship program which includes encouraging use of the Presbyterian Foundation and of local church foundations in support of the mission of the whole church

Comments:

Focus Area Nurturing Congregations

Weighted Rank	Rank	Strategic Needs to be addressed:
2	206	Emphasize ministry to young families with children (ways to reach, teach, support, etc.)
1	258	Develop leaders (both lay and clergy) for service as officers, teachers, and program moderators for local churches
	125	Gather a variety of resources (print, media, people, etc.) to be available to churches and ministers
3	131	Celebrate and use the diversity of our membership as an opportunity for growth in our service to Christ

Comments:

Focus Area Providing Support to Developing/Redeveloping Churches

ighted nk	Rank	Strategic Needs to be addressed:
1	238	Emphasize evangelism and educate leaders in strategies and methods
2	227	Develop simple, short, workable plans for starting new churches and redeveloping, revitalizing existing churches
3	222	Focus on particular aids to strengthen all our smaller membership churches and to redevelop those with special opportunities

Comments:

Focus Area Caring for Church Professionals

ighted nk	Rank	Strategic Needs to be addressed:
1	254	Develop system of sensitive care and support of church professionals (spiritual, emotional, financial needs)
3	167	Establish fall and spring, short term continuing education events
2	196	Institute a "pastor shepherd" program conveniently available in each section
	40	Gain access to theological libraries through computer technology

Comments:

Focus Area Initiating A Regional Witness Faithful To the Ministry of Christ

Weighted Rank	Rank	Strategic Needs to be addressed:
3	126	Provide facilities and program to strengthen regional Outdoor Ministries opportunities for youth and other church groups
	96	Build strong, cooperative, ecumenical, and Presbyterian inter-governing body support, study, and witness programs ministering to college and university students, faculty, and administration
1	155	Develop a cooperative network of service agencies so that together we may more effectively change the root causes of poverty and increase self-sufficiency of our less privileged neighbors
	104	Stress the nature of our unity in the midst of our diversity
2	139	Offer frequent opportunities for "hands-on" work experiences in solidarity with the poor, homeless, and hungry
	62	Strengthen ecumenical awareness through contacts, conversations, and cooperation with other denominations

Comments:

Focus Area Participating in the Worldwide Mission of the Church

Weighted Rank	Rank	Strategic Needs to be addressed:
1	266	Increase local church knowledge and commitment to the worldwide mission through education, travel/work trips, personal contact by mission workers, etc.
2	199	Develop simpler lifestyle training programs and accompanying commitment to increased giving to mission efforts
3	149	Focus understanding of and commitment to Pennies-for-Hunger/2 Cents-A-Meal (including children)

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VOLUME VII NUMBER 4

Minutes of

SALEM
PRESBYTERY

TWENTY-EIGHTH STATED MEETING
GLENDALE SPRINGS PRESBYTERIAN CHURCH
GLENDALE SPRINGS, NORTH CAROLINA
October 24, 1995

MINUTES OF

SALEM PRESBYTERY

TWENTY-EIGHTH STATED MEETING
GLENDALE SPRINGS PRESBYTERIAN CHURCH
GLENDALE SPRINGS, NORTH CAROLINA

October 24, 1995

OFFICERS

Moderator	Margaret Marks
Moderator-in-Nomination	N. N. Fleming, III
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

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TWENTY-EIGHTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

GLENDALE SPRINGS PRESBYTERIAN CHURCH

GLENDALE SPRINGS, NORTH CAROLINA

October 24, 1995

The Twenty-Eighth Stated Meeting of Salem Presbytery, held on Tuesday, October 24, 1995, at the Glendale Springs Presbyterian Church in Glendale Springs, North Carolina, was opened at 8:45 with a hymn-sing led by Guy Hunt and was called to order by Moderator Margaret Marks at 9:00 a.m. She led the opening prayer, and the Presbytery joined in a service of Worship and Communion. The liturgist was the Reverend Alyce Kelly. The Reverend Phillip Pogue preached the sermon entitled, "One". The pianist was Elder Debbie Coles.

ENROLLMENT

Commissioners	
Elders	141
Ministers	111
Corresponding Members	
Ministers	1
Church Educators	5
Administrative	
Non-Commissioners	3
Visitors	78
Total	339

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., Jesse W. Bledsoe, Linda L. Blessing, Ronald L. Bowie, Ernest M. Bradford, Warren C. Brannon, John C. Brearley, Malcolm M. Bullock, Charles E. Carter, Robert E. Cleveland, Frederick A. H. Coates, William J. Cowfer, O. Leighton Culler, Kermit W. Dancy, Dale W. Davidson, Frank M. Dew, Barbara E. Dua, Christopher F. East, Lou McAlister East, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Jeffrey J. Falter, Dusty K. Fiedler, Carol C. Fisher, Charles G. Fitzpatrick, E. B. Freeman.

G-M

Robert M. Gant, Jr., Murv' L. Gardiner, Philip R. Gehman, Robert J. Goforth, Lucius A. Gray, J. Randy Hall, John M. Handley, Holly D. Hayes, William C. Hayes, James Henderson, Margret L. Henderson, Robert W. Henderson, David L. Henry, Cynthia R. Higgins, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Guy W. Hut, Jr., George Hunter, Ann B. Jahnes, Kurt W. Johnston, William Jones, Alyce M. Kelly, J. David Kivett, William R. Knox, Donald E. Lannon, William F. Lawrence, Jr., David T. Lee-Andrews, David E. Leininger, Ruth Ann Brouwer Lenger, S. Edwin Lewis, Joel M. Long, William J. MacDonald, Robert M. Matthews, Stephen P. McCutchan, Sam E. McGregor, Jr., Mary C. McNeal, Lacy V. McPherson, John L. Milholland, James A. Mitcham, Molly Dotson Morgan, Allen E. Morrison, Stephan A. Moss, Lisa M. Mullen, George H. Murray, IV.

N-Z

Gail Porter Nelson, J. Herbert Nelson, Lisa T. Nelson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, Phillip J. Pogue, Michael J. Poulos, Chaterine J. Reed, Marie P. Reed, Leland A. Richardson, Russell

H. Ritchel, Jr., Jeannette G. Rodenbough, Donald G. Scofield, Jr., Dennis J. Sebesan, A. Carter Shelley, Jeffrey D. Smith, Paul R. Snell, Billy F. Sosebee, Joe L. Spears, William F. Stephens, III, Samuel Stevenson, Larry E. Summey, Al F. Thomas, Jr., Dan M. Thornton, John G. Truitt, Jr., Rockwell P. Ward, W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Kellie E. Weekley, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Daniel C. Wilkers, Stephen H. Wilkins, William T. Wing, III, Paul D. Woodall, Jr., R. Scott Woodmansee, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, L. Adlai Boyd, Nathan L. Byrd, Carole F. Chase, William R. DeLong, Robert A. Fiedler, Larry W. Freeman, Scott C. Girard, Hewon Han, David C. Heil, Robert W. Herron, Robert S. Jeffords, Sr., Walter W. King, Thomas K. Lane, James E. Layman, Robert E. Lee, B. Paul Lindsey, Z. Bradford Long, J. Roger Marrow, Steve A. Martin, Judson J. Milam, James F. Miller, Steve Macon Pharr, Joseph L. Pickard, A. B. Plexico, Raymond W. Riddleberger, Paul N. Ridolfi, James M. Rissmiller, R. Page Shelton, Jerold D. Shetler, Laura M. Spangler, David H. Sutton, Erich W. Thompson, Robert R. Tolar, Jr., Benjamin F. Williams, J. Gordon Williams, James K. Wilson, Jr., Richard S. Wurst, Jr.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, George C. Carpenter, William J. Chappell, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Ares Davidian, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, John E. Eliason, Norris L. Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Robert O. Freeman, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, John S. Johnson, Henry J. Keating, Morton Kurtz, Julian Lake, William F. Long, WIlkes D. Macaulay, James M. McDaniel, Charles T. McKee, Allen C. McSween, William S. Metzel, Donald Mimbs, K. Moser Misenheimer, H. Reid Montgomery, William H. Morrison, Joseph B. Mullin, Robert E. Osman, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, Philip A. Beck, Janet B. Briscoe, Robert A. Bryant, Robert E. Button, David M. Cameron, Kathryn J. Cameron, M. Gray Clark, Virginia Ann Cowfer, Max E. Deal, James A. Dickens, M. Susan Dobyns, James T. Frazier, Sherron K. George, Carter B. Gillespie, Stephen A. Hundley, Phyllis M. H. Kort, Robert M. Lewis, James M. Mauldin, E. Thomas Miller, Richard R. Osmer, Franklin L. Partridge, III, Grant M. Sharp, Jerry M. Smith, Steven A. Snipes, Patricia F. Stewart, John B. Talmage, Glenn C. Thomason, Charles Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Ralph B. Bare, Bruce Causey, Harvey Starr, Allen Temple Margaret Cowan, Virginia Mott, Asheboro First Carolyn Chisholm, Barbara Hochuli, Bethany (Graham) Robert A. Bullis, Bethel Joseph Brown, Jackie Gerringer, Bethesda (Ruffin) James Blackwell, Bethesda (Statesville) Hazel McNeely, Beulah Elizabeth R. Scott, Bixby Tom Cornatzer, Boone First Mary Ruth McRae, Buffalo Pauline Morrison, Calvary

Marvin Norman, Centre A. W. Woods, Church of the Covenant David Sheets, Clemmons Gordon McKinley, Community in Christ Marsha Hooks, Concord Barbara Williams, Cooleemee Grier C. Waller, Crestwood Luana Brock, Cross Roads Rachel Thomas, Annie Lee Young, Dellabrook Inis D. Johnson, Dogwood Acres Frances Fitzpatrick, Eden First Clyde Morris, Elkin Ralph Lanier, Fairmont Colleen Story, Faith Nancy Munday, Fieldstone Steven Kerr, Fifth Creek John Brenner, Flat Rock Alvis L. McAlexander, Forest Hills Linda Sasser, Forest Park Stephen Wilson, Francisco Louise Palmer, Franklin G. S. Thomason, Freedom Idella S. McClelland, Dorena Stevenson.

G-M

Glendale Springs Carol Preble, Grace Treva Cundiff, Willie F. Robinson, Graham Bill Cooke, Greensboro First Stella Bjostad, Betsy Oakley, Larry Sitton, Sharon Welker, Greenwood Harvey Carroll, Guilford Park Tom Nelson, Hawfields Bennie Covington, Sandy Muller, High Point First Richard D. Meisky, Laird Minear, Highland Parks Berryhill, Ibby Whitener, Hills Don Martinat, Hope View C. J. Gant, Jamestown John Hamil, Ruth Shoemaker, John Calvin Haywood Cope, Kernersville First L. Spencer Sharp, Jr., Lansing Fred Carter, Lorene Powers, Laurel Fork Wheeling Miller, Lexington First Marjorie McCutchen Clark, Jeff Griffith, Robert T. Oates, Jr., Lexington Second Horace Gray, James Sechrest, Lloyd Estella McFadden, Elizabeth M. West, Vera Williams, Logan Daisy M. Keaton, Dorothy C. Mintz, Madison Charles Rodenbough, Josh S. Wall, Mebane Ernest Richmond, Marshall Taylor, Mocksville First Ann Long, Esther Wall, Mooresville First Albert F. Culp, Delores M. Spielman, Mt. Jefferson Orleta M. Demuth, Mt. Tabor John A. Heaggans, Constance Purcell, Mt. Vernon Springs W. J. Porter.

N-Z

New Creation Community Barbara Clawson, North Wilkesboro David Bender, Ellen Lipscomb, Oak Ridge Danny Amos, Old Providence Roy Pence, Parkway Carolyn Parks, Sue Phillips, Pilot Mountain First Freddy D. Smith, Pine Ridge Evaline Cook, Pittsboro Cindy Bland, Prospect Danny Bost, Johnny Wilkinson, Reid Memorial Mary H. Carr, Reidsville First Anne Scott, Salisbury First Patti Glassgow, Susan Mesimer, Dyke Messinger, Salisbury Second Robert Julian, Shady Side Charles England, Robert Gilchrist, Shallowford Eugene V. Graham, Shiloh (Burlington) Helen Hartman, Smyrna Sallie Rakestraw, Speedwell Nori Torbert, Spencer Jonnette Powell, Starmount Ann Cameron, Martha Farthing, St. Andrews Robert L. Harkness, Ernest W. Kiger, St. James Louise F. Cummings, Eva Val Moore, W. Bert Neal, Rosa Yourse, St. Paul (Greensboro) Herb Reese, Tabor Doris L. Troutman, Taylorsville Cecil Blanton, Third Creek Rodney K. Justin, Thomasville First Marian Greeson, Thyatira Charles Sloop, Trinity (Salisbury) Ruth Russell, Myrtle Stevenson, Tinrity (Winston-Salem) Mary Homrighous, Unity C. C. Williams, Vandalia Ray Mylan, Wentworth Doc Sherron, Westminster (Burlington) Cathy Baldwin, Westminster (Greensboro) Ann Hooker, Rosemary Overton, Winston-Salem First Mack Dagenhart, Eleanor Godfrey, James Price, Yadkinville Julia Doub, Yanceyville Thomas R. McPherson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Church of the Cross, Covenant, Gulf, Mount Airy First, New Salem, Old Town, Pleasant Grove, Sedgefield, Springwood, Stony Creek.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Bethany (Statesville), Boonville First, Burlington First, Cameron, Cleveland, Clio, Collinstown, Danbury Community, Ebenezer, Edward Webb Memorial, El Bethel, Elmwood, Fellowship, Glenwood, Griers, Immanuel, Joyce, Korean First, Little Joe's, Love Valley, Memorial, Milton, Mocksville Second, Mount Vernon, Oakland, Oakview, Peak Creek, Piedmont, Pine Hall, Randolph, Red House, Riverview, Rumple Memorial, Saint Paul (High Point), Sandy Ridge, Shiloh (Statesville), Siler City, Southminster, Sparta, Statesville First, Stoneville, Trinity (Elon College), Whispering Pines, Yadkin United.

The following Church Educators were enrolled:

Carol Edwards, Rebekah Lee-Andrews, Pat Smith, Nancy Wass, Edye Williamson.

The following Corresponding Members were present:

Diean J. Campbell, United Methodist Minister.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Esther K. Preston.

The following Visitors were registered:

Doug Aitken, Mary Alexander, State Alexander, Juanita J. Allen, Gladys W. Bailey, Annie Miller Bates, Stephanie Beard, Nellie M. Bescher, Nettie Blackwell, Virginia Boyle, Lois S. Brake, Johnsie Brannon, Warren C. Brannon, Jr., C. W. Cameron, Marian Cameron, Margaret C. Carr, Roy P. Carr, Gladys Carroll, Bobbie Carter, Nell Clapp, Yvonne Cockerham, Debbie Coles, Shirley B. Cornatzer, Calvin Crump, Herbert Demuth, Octavia Edwards, Bethan Faust, Peggy Frazier, Dellene Gudger, Frank Gudger, Kay Hart, Chris Henry, Emily Henry, Joshua Henry, Alaina James, Cecil Jividen, Stephanie Johnson, Chuck Jones, David Jones, II, Milnor P. Jones, Cynthia Kirkman, Gayl Knox, Christie Leininger, C. Orville Light, Harriet P. Lipe, Margaret S. Marks, Cora L. Massey, Ladonna McCarther, Dearieo McFadden, Hal S. McNeely, Elizabeth McPherson, Van McPherson, James Miles, Mary N. Mitcham, Patsy Morrison, Brian Mulder, Bea Parker, Jewelene T. Parker, Frances Porter, Rick Powers, Jim Price, Laura Quinn, Rainey M. Ratchford, Gwen Reese, Julia M. Richmond, Lynn Roach, Sue Ruffin, Virgia Rush, Thomas L. Russell, Phyllis Sanders, Otis B. Scott, Robert B. Smith, Bob Synder, Mark Stewart, Margaret Straughan, Deryl Torbert, Fred N. Ward, Edith Wasko, Murray M. White, Jr.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

OMNIBUS MOTION

Murray White, Moderator of Council, presented the Omnibus Motion. Following opportunity for the removal of items, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designation in the left margin.

DOCKET

The Docket was presented by Murray White, Moderator of Council, and was approved as amended to remove the Theme Presentation to give extended time for the Report of the Synod Commissioners. (See Appendix A. pp. 243-245.)

WELCOME

The Governing Body was welcomed by the Reverend Phillip Pogue, pastor of the Glendale Springs and Laurel Fork Churches. Information regarding the facilities and arrangements for the meeting were presented.

ECUMENICAL VISITOR

The Reverend Phillip Pogue introduced the Reverend Dr. Robert Crewdson, Pastor of Holy Trinity and St. Mary's Episcopal Churches, who briefly addressed the Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, p. 246.)

RESOLUTIONS AND OVERTURES COMMITTEE

The Moderator appointed Rob Evans of the Oak Ridge Church, Pat Smith of Eden First Church, and Rosa Yourse of St. Janes Church of St. James Church to the Resolutions Committee.

INTRODUCTIONS

Elders attending Presbytery for the first time were introduced and welcomed. Presbytery welcomed The Reverend Ms. Diane Campbell, a United Methodist minister and Pastor of Danbury Community Church, as a visitor.

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to Ordain and/or Install Pastors were admitted to record. (Appendix C, pp. 247-249.)

BOARD OF PENSIONS PRESENTATION

Robert Smith, Board of Pensions representative, made a brief presentation to Presbytery regarding retirement planning. He was available during the day to talk individually with anyone who is interested.

THEME PRESENTATION: CHURCH DEVELOPMENT DIVISION

Donald Hart, Moderator

Because of the fullness of the docket the Church Development Division Theme Presentation was postponed until the April 1996 meeting of Salem Presbytery.

PRESBYTERY COUNCIL

Murray White, Jr., Moderator

Your Council has met three times since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED BY COUNCIL:

1. As Trustees of Salem Presbytery, Council approved the request of the New Creation Community Church to sell a lot located at 3935 McIntosh Street in Greensboro to Habitat for Humanity for $12,000.

2. Council approved the following dates:

Children's Ministry Workshop	February 17, 1996
Senior High Retreat	March 22-24, 1996
Festival of Music	April 27, 1996
Celebration of Age	April 29, 1996 May 2, 1996
Evangelism Workshop	September 21, 1996

3. Council approved a request from the Hunger Committee to send $20,000 to Zaire and $24,000 to Ghana from Pennies for Hunger/Two-Cents-a-Meal.

4. Council approved the following dates for 1996 Council Meetings:

   Thursday, January 11
   Thursday, February 22
   Thursday, March 28
   (Tuesday, April 9) (Program Hearings)
   Thursday, May 9 (Budget Hearings)
   Thursday, June 20
   Thursday, August 29
   Thursday, September 26
   Thursday, October 31
   Thursday, December 5

5. Council has been following some moves by several presbyteries in the Synod to allow the shifting of some of their funds from regular contributions to Synod to make "revenue neutral" contributions directly to a variety of ministries traditionally included in Synod's budget. Synod has approved significant cuts, or omitted altogether, its appropriations to Care Agencies, Colleges, Career and Personal Counseling Service, Conference Centers, and Global and Ecumenical Programs. Council approved the following recommendation of the Council-appointed Task Force: "That funding of the 24 missions remain at Synod under current procedure". The Council will continue to follow this matter and will report any changes that may result from the decisions made by the other presbyteries.

6. As Trustees of Salem Presbytery, Council approved the request of Oakland Church to sell a small parcel of property to nearby neighbors. Oakland will clear $1,000 which will go into a fund for future expansion of their Fellowship Hall.

7. Council approved the serving of Communion at the Middle School Retreat at Camp Grier November 4-5.

8. Council sent a resolution from the Children's Ministry Committee to the Resolutions and Overtures Committee for this meeting of Presbytery.

9. Council approved July 28-29, 1995, Presbytery Minutes.

10. At the last meeting of Presbytery, the Personnel Committee was authorized to seek an Interim Hunger Action Enabler. The Council was empowered to proceed to employ the interim nominated by the Personnel Committee. The Council has employed The Reverend James (Jim) Banbury as Interim Hunger Action Enabler, effective October 30, 1995, for one half time (approximately twenty hours per week) for up to six months. This time frame and position will be reviewed regularly by the Personnel Committee. It can be terminated by either party with a thirty day notice. It can be extended upon Personnel Committee's recommendation to Council for specified additional increments.

INFORMATION FROM COUNCIL:

1. Council appointed the following Task Force to be formed to explore the possibilities of an All Church Week-end study/celebration/worship in the fall of 1996: Charlie Williams, Mack Dagenhart, Dellene Gudger, Jamie Pharr, Mary Susan Stewart, and other members who are being contacted.

2. As a result of the very favorable evaluations of the two-day meeting of Presbytery, a two-day meeting will continue to be held every other year.

3. The following Synod Review Committee has been appointed by the Council of the Synod of the Mid-Atlantic to review a series of questions raised by several individuals concerning Synod financial policies and practices:

Dr. Ben Lacy Rose, Moderator	(James)
The Reverend Jerry Cannon	(Charlotte)
Elder Warren B. Davis	(New Hope)
Elder Jill Fry	(National Capital)
Federal Judge C. Yvonne Holt-Stone	(Baltimore)

4. The Council received word of the completion of the Mission Resource Center at Thyatira Church. Members of Salem Presbytery interested in mission are invited to attend the celebration and dedication of this new facility at Thyatira Church (NC 150 at Mill Bridge Road) at 4:30 p.m. on Sunday, October 24. There will be a brief worship service with Dr. Salvadore de la Torre as well as Mr. Edward Stein, Director of the Medical Benevolence Foundation.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE:

Council concurs with the report of the Evangelism Committee.

Council has watched closely the work of the Goals and Evaluation Committee toward the adoption of a Mission Statement as well as goals and objectives for Salem. There will be implications both for structure and staffing. The Council believes that this process will result in the Goals and Evaluation Committee bringing recommendations to the February, 1996, Presbytery Meeting which will significantly affect the work of all committees and the nominating process. Therefore Council offers:

ACTION:

1. Salem Presbytery voted to extend Committee terms until June 30, 1996, in light of the reorganization process being done by the Goals and Evaluation Committee.

ACTION:

2. The following dates and places were approved for 1996 Presbytery Meetings:

February 3	Salisbury First
April 23	Sedgefield
July 20	Fairmont/Lexington Second/Shady Side
October 22	Elkin

Council concurs with the report of the Nominating Committee concerning a "Policy For the Nomination of General Assembly Commissioners" with the exception of Sections II E, III E, and IV C. The Council was concerned that including these sections would raise the possibility, perhaps even the probability, of church politics being interjected into the nominating process.

ACTION:

3. Presbytery approved AFLAC offering a cafeteria plan to Church Staffs subject to the approval of the Board of Pensions. The response of the Board of Pensions is to be reported in any publicity.

Due to the fact that there are outstanding needs for vehicle replacement at Presbyterian Point and Camp New Hope which were unable to be completed in 1994 and early 1995, and also due to the fact that the Camp New Hope Staff is still seeking the most cost effective way of doing pool repair short of building a new pool, Council makes the following recommendation:

ACTION:

4. Presbytery approved any monies left in the Presbyterian Point or Camp New Hope budget at the conclusion of the 1995 budget year to be placed in the Camp New Hope capital improvements line item.

At the October 12-14 meeting of the Synod of the Mid-Atlantic in Richmond, Virginia, in response to a series of blatant racially charged interventions directed at Dr. Carroll Jenkins by two European-American Commissioners from the Presbytery of the James, Salem's African-American Commissioners joined a walkout demonstration after worship on Saturday morning.

A brief chronology of some of the factors leading up to this pain-filled action is included (Appendix D, pp. 252-264). The Reverend Mr. James Mitcham, himself one of those commissioners, has been requested by the other commissioners from Salem to introduce the following actions of our Council, meeting in emergency session on Sunday afternoon, October 22, 1995.

Salem Presbyter stands in solidarity with our sisters and brothers who removed themselves from the recent meeting of the Synod of the Mid-Atlantic. Their action is a witness of our denomination of the persistent issue of institutional racism which prevents our pursuit of the oneness in Christ required by the Scripture. Further, this witness offers the Presbyterian Church (U.S.A.) yet another opportunity to listen to the lives and experiences of our African-American sisters and brothers and the racist behaviors and attitudes they continue to endure in our fellowship.

We call upon both our own churches and the Synod of the Mid-Atlantic to take seriously the extent of the pain among our African-American brothers and sisters reflected in this dramatic action and to seek opportunities for listening, reflecting, and learning together concerning the sometimes subtle, sometimes blatant menace of racism.

We believe God has given us a clear and crucial new opportunity to rebuild our connections through this time of tension within our Presbyterian family. It is our fervent desire to "further the peace, unity, and purity of the church" promised by our church officers at their ordination. We further seek after true repentance that may lead to the hoped for forgivness necessary for real and lasting reconciliation.

(The three paragraphs above were adopted from a response forwarded to the Council by the following persons who pastor the churches included in the Interracial Dialogue in Winston-Salem: Reverend Stewart Ellis, Co-Pastor, Trinity Presbyterian Church; Reverend Carlton Eversley, Pastor, Dellebrook Presbyterian Church; Reverned Stephen McCutchan, Pastor, Highland Presbyterian Church; Reverend Catherine Reed, Moderator of Session, Lloyd Presbyterian Church; Reverend Laura Spangler, Co-Pastor, Trinity Presbyterian Church; Reverend Samuel Stevenson, Pastor, Grace Presbyterian Church; Reverend Daniel Wilkers, Pastor, Parkway Presbyterian Church.)

ACTIONS:

5. Salem Presbytery requests that Synod's Council dissolve the "Committee of Five" with thanks and reaffirm its May 5-6, 1995, action accepting its Executive Committee's report to be its final response to allegations concerning mismanagement of Synod finances and other management practices.
6. Salem Presbytery requests Synod's Council to take the initiative in calling together a planning team to provide symposiums in each presbytery to address the subject of racism.
7. Salem Presbytery requests that in the future Synod's Council consider carefully the provisions of the Rules of Discipline, Chapter VI, "Remedial Cases", especially concerning filing complaints, and make it a policy not to respond to anonymous allegations and to make that policy known.
8. Salem Presbytery requests that Synod's Council report back to Salem Presbytery action(s) taken in response to these initiatives.
9. Salem Presbytery requests that the pastors involved in the Interracial Dialogue in Winston-Salem, and others drafted by that ad hoc committee, structure a dialogue during the next meeting of Salem Presbytery (between worship and lunch)--topic: "How We All Get Along".
10. Salem Presbytery requests that these actions, accompanied by the statement of the Winston-Salem Interracial Dialogue Group and the Statement of the African-American Commissioners, Council Persons and Observers to the 209th Synod Meeting be forwarded by our Stated Clerk to the Council of the Synod of the Mid-Atlantic as well as the Councils of each of Synod's twelve other presbyteries.

REPORT OF SYNOD COMMISSIONERS

The report was given by The Reverend Jim Mitcham.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend Catherine Jane Reed, Presbytery Hunger Action Enabler, led by Mike Warren. Ed Lewis spoke of her contributions to the church during her ministry. Linda Blessing presented Katy with a "Book of Remembrances" and a gift. John Handley presented to her a framed Certificate of Retirement on behalf of Salem Presbytery.

LUNCH

Presbytery was adjourned with prayer at 12:30 p.m. for lunch.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:20 p.m. and The Reverend Catherine Reed led the Prayers of Thanksgiving and Intercession and the dedication of the 2¢-A-Meal/Pennies Offering.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for The Reverend Warren C. Brannon led by Mike Warren. Norman Whitney spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Brannon a framed Certificate of Retirement on behalf of Salem Presbytery.

WORLDWIDE MINISTRIES COMMITTEE

Christie Leininger, Moderator

Christie Leininger reported for the team of six sent to Hsinchu Presbytery in Taiwan as representatives of Salem Presbytery. She presented the gift of a plaque from Hsinchu Presbytery.

BUDGET AND FINANCE COMMITTEE

Jud Milam, Moderator

The Committee has reviewed the financial picture of Presbytery, year to date, and found the income and disbursement levels to be satisfactory. This was actually seen as extremely good news. However, the picture was not so good that it would warrant a time of extreme rejoicing. Our year to date income is up about $22,000 over 1994, the first year we have been up over the previous year at this point, however, benevolence income continues its downward trend.

We have received favorably the information that Camps New Hope and Presbyterian Point have established a capital improvements line item in the budget. We concur with their request that any monies left in their budgets at the conclusion of 1995 be placed in that capital improvements line item.

We have received our audited financial statement for December 31, 1994, from the accounting firm of Moose, Martin and Haynes, P.A., Certified Public Accountants. Once again this year we have received a non-qualified clean report.

ACTIONS:

11. Presbytery approved all monies left in the Presbyterian Point or Camp New Hope operations budget at the conclusion of the 1995 budget year be placed in the Camp New Hope Capital Improvements line item.

12. The audited financial statements for the year 1994 were approved. (See Appendix E, pp. 252-264.)

GOALS AND EVALUATION COMMITTEE

Norman Whitney, Moderator

ACTION:

13. The Vision and Mission Paper was adopted by Salem Presbytery (Appendix F, pp. 265-268).

EVANGELISM COMMITTEE

Ron Bowie, Moderator

The Calvary and Oak Ridge Presbyterian Churches were recognized for having adopted the "Commitment to Evangelism".

The growth of Christ's Church in Salem Presbytery was the primary topic of discussion in the August 2, 1995, meeting of the Evangelism Committee. There is reason for celebration as well as concern as we look toward the coming century. Many "good things" are happening in our local congregations as we heard at St. Paul during the last Presbytery meeting. But there are also concerns which prompt this request from the Evangelism Committee.

First, though, some facts about our denomination and our Presbytery--

The Presbyterian Outlook reported in the August 7-14, 1996, Volume 177, Number 29 issue, the following statistics. "At the end of 1994, the Presbyterian Church (U.S.A.) had 2,698,262 active members, a net loss of 43,930..." (p.2). In its July 10, 1995, issue, candidate for moderator Marj Carpenter declared, "The most urgent need is to get the church back to its fundamental calling of mission and evangelism" (p.6). Quoted in the *Mid-Atlantic* Presbyterian July/August 1995 Volume LXI, Number 6, Moderator Carpenter stated, "The one thing that holds us together is mission... I want to strengthen world mission, evangelism, church development, minority education and youth work." (p.3). In *Good News*, Summer 1995, Volume VII, No. 2, we read "There will be a consultation September 8 and 9, 1995, in Kansas City to bring together partners from synods, presbyteries and General Assembly. Its primary objective is to explore the development of an effective national strategy for new church development and redevelopment" (p.7). There is a growing awareness of the need to intentionally address church growth and spiritual maturation.

As we examine the birth and maturation of Salem Presbytery, we note that in 1989 we had 39,327 members. In 1994 we listed 36,767, a decline of 2,560 in the reporting period. If the average church has a membership of 150 then we have lost the equivalent of seventeen (17) churches in this period. In this reporting period we have dismissed one congregation and dissolved two other congregations. We have twenty African-American congregations, one Korean congregation, and one new church development. Congregations reporting over 750 members lost a total 1,762 members in the reporting period. We have progressively lost members. No one reporting period reveals growth over the previous reporting period.

Several years ago the Denomination encouraged Presbyteries and local congregations to adopt the *Commitment to Evangelism.* Salem Presbytery adopted the Commitment in April of 1992. A total of fifteen local congregations have adopted the *Commitment* in our Presbytery. One hundred forty (+/-) congregations either have not considered the *Commitment* or chosen not to adopt it.

The prospects for numerical and spiritual growth in Salem Presbytery are excellent! Therefore, the Evangelism Committee, in faithfulness to the Biblical commission to *go and make disciples*, and our Presbytery's commitment to Evangelism, makes the following recommendation:

ACTION:

14. Salem Presbytery voted that Evangelism would be the primary priority of Salem Presbytery through 1999. During this period each local congregation is requested to engage in a study of the report from the *Task Force on Church Membership Growth: A Report approved by the 203rd General Assembly (1991) Presbyterian Church (U.S.A.)* and, as led by the Holy Spirit, make the intentional commitment to grow in spirit as well as in numbers by December 1996.

EXAMINATIONS COMMITTEE

David Kivett, Moderator

Presbytery proceeded with the examination of Mark Todd Stewart. He has been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF MARK TODD STEWART

ACTION:

15. Presbytery approved the committee and floor examination of Mark Todd Stewart in accordance with Book of Order G-11.0402.

    a. The Reverend Mark Todd Stewart was received from Seattle Presbytery so that he may accept the call of the Crestwood Presbyterian Church in High Point, North Carolina, as Pastor, effective September 1, 1995.

    b. His credo which follows was approved:

    I believe in one God; Father, Son and Holy Spirit. These are the three eternal persons of the Trinity.

    I believe in God the Father, Creator of all things, all-powerful and all-knowing. I believe that I was created, as well as all of humankind, to be in relationship with our Creator. From this good creation came rebellion, a self-centered act of humanity in an attempt to be equal with the Creator. This is the basis of humanity's sinful condition. God responded in love by entering into a covenant with Israel. Yet Israel continued to act in disobedience. It was then in God's sovereign timing that Jesus Christ was sent to provide a bridge in that rift between God and humanity created by sin.

    I believe that I have been reconciled to God by the death and resurrection of Jesus Christ. Through His death on the cross, Jesus Christ bore our sin. Through His resurrection, Jesus Christ showed victory over death, vindicating His life and ministry and establishing His Lordship for all time. I believe that Jesus Christ is the Son of God, fully God and fully human. I believe that all people who have confessed their sin and who have accepted the gift of Jesus Christ as their Lord and Savior for forgiveness of their sin, have received new life and life eternal.

I believe the Holy Spirit comes to us to enable us to worship and obey God as well as enabling our fellowship with one another. I believe that we receive strength and power from the Holy Spirit to minister to today's broken world with truth and compassion. Through the Holy Spirit we have been given gifts by God so that we may use them to build up the church. I believe all Christians, empowered by the Holy Spirit, are called to proclaim the saving work of Jesus Christ in their community and to the rest of the world.

I believe that Scripture is the authoritative witness to God's actions in history. Scripture has been written by imperfect human beings inspired by God. Through the providence of God, Scripture is the primary authority for the church's doctrine and practice. I believe that Scripture must be understood with the help of the Holy Spirit and the community of faith.

I believe that the church celebrates baptism and the Lord's Supper as visible signs of God's love for us. Baptism is a sign and seal of God's promise of the covenant relationship with us. It is a celebration of the initiating love of God. Within this celebration an individual is introduced into the family of God and is "marked" by the Holy Spirit. The Lord's Supper is a celebration of Christ's death on the cross. In the Lord's Supper, believers come to fellowship at the Lord's table, to remember Christ and to be spiritually fed.

I believe that Jesus Christ will return again to fulfill what had been done through His death on the cross; that there will be final judgment of all people, God's power will be victorious over the evil power that reigns in this world today, and the kingdom of God will be completed as a new heaven and a new earth for all eternity.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Stewart and Crestwood Presbyterian Church in High Point, North Carolina, effective September 1, 1995; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0501.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$19,000.00
Manse Allowance	3,000.00
Automobile Reimbursement	2,900.00
Continuing Education	750.00
Board of Pensions	Provided
Moving Costs	Provided
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to install The Reverend Mark Todd Stewart as Pastor of Crestwood Presbyterian Church on November 5, 1995 at 4:00 p.m. at Crestwood Presbyterian Church, High Point, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Cora Massey	Preside & Propound the Constitutional Questions	Elder
Jeff Falter	Preach the Sermon	Minister
George Murray	Charge the Minister	Minister
Jann Briscoe	Charge the Congregation	Minister
Rachel Wiles	Lead in Worship	Elder
Spencer Sharp	Lead in Worship	Elder
Holly Hayes	Prayer of Installation	Minister

d. Mr. Stewart was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF ERNEST L. STOFFEL

ACTION:

16. The Reverend Ernest L. Stoffel (HR), a member of the Presbytery of Charlotte, who currently resides within the bounds of Salem Presbytery, following his successful examination by the Committee, and upon his signing of the Book of Ministerial Obligations, was received as an active member of Salem Presbytery. Mr. Stoffel is disabled and was received *in absentia* due to the condition of his health.

COMMITTEE ON MINISTRY

Jim Rissmiller & Ann Jahnes, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

1. Concurred with the requests of the Collinstown/Francisco Presbyterian Churches, Westfield, North Carolina, for a Designated Pastoral relationship according to the Book of Order G-14-0501g.

2. Concurred with The Reverend Guy Hunt's volunteering to be considered as a Designated Pastor according to the Book of Order G-14.0501g.

3. Concurred with the action of the Session of First Presbyterian Church, Lexington, North Carolina, in hiring The Reverend Kurt Johnston to serve as Interim Pastor on a month-to-month basis beginning October 1, 1995.

4. Concurred with the action of the Session of Cross Roads Presbyterian Church, Mebane, North Carolina, in extending the contract with The Reverend David McCarthy as Interim Pastor for a period of one year from October 1, 1995 to September 30, 1996.

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

DISSOLUTION OF RELATIONSHIPS

1. Dissolved the relationship between The Reverend Guy W. Hunt, Jr. and the Danbury Community Church, Danbury, North Carolina effective September 30, 1995.

2. Dissolved the Associate Pastoral relationship between The Reverend Nathan Byrd and St. James Presbyterian Church, Greensboro, North Carolina, effective September 30, 1995.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

PASTOR EMERITUS

ACTION:

17. The election of The Reverend John Eliason as Pastor Emeritus of the Piedmont Presbyterian Church, Burlington, North Carolina, was approved.

HONORABLE RETIREMENT

ACTION:

18. The request of The Reverend Malcolm Bullock that he be honorably retired by Salem Presbytery effective February 1, 1996, was approved; and the rite of retirement will be scheduled for the February 1996 meeting of Salem Presbytery.

COMMISSIONED LAY PREACHER

ACTION:

19. The attached Commissioned Lay Preacher Proposal was adopted by Salem Presbytery. (Appendix G, pp. 269-278.)

D. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY TO BE LISTED IN THE OMNIBUS MOTION

OMNIBUS MOTIONS

ACTIONS:

20. The Reverend Harold Fuller was appointed as Stated Supply of the Bixby Presbyterian Church, Advance, North Carolina, for a period of one year from September 1, 1995, to August 31, 1996. And further, that he be appointed Moderator of Session.

21. The Reverend Kurt Johnston was appointed Moderator of Session at the First Presbyterian Church of Lexington, North Carolina.

WOMEN'S CONFERENCE REPORT

The Reverend Jean Rodenbough has recently returned from the Travel Study Seminar to China sponsored by the Women's Ministry and Peacemaking Committees of the Presbyterian Church (U.S.A.). She shared highlights of her with experience with the Presbytery.

RESOLUTIONS AND OVERTURES COMMITTEE

The Reverend Rob Evans, chairman, reported for the Committee.

ACTION:

22. Salem Presbytery adopted the following resolution presented by the Children's Ministry Committee:

    1) Whereas, we affirm the VISION for children and the church adopted by the 205th General Assembly to the Presbytery USA (Appendix H, p. 279).

    2) Whereas, the deplorable conditions of many children in daycare and home facilities in the Salem Presbytery have been pointed out by Smart Start committees.

    3) Whereas, 25% of the churches in the Salem Presbytery have no children on their rolls and in their churches.

    4) Whereas, exemplary programs of daycare have been in churches indicating a willingness to solve the daycare problem.

    5) Whereas, many of our facilities are standing vacant during the weekday when there is a desperate need for facilities which are safe and clean and which provide a positive, loving atmosphere for growing children.

    Therefore, be it resolved that:

    1) Salem Presbytery encourages its members to be aware of the desperate need for loving, quality, affordable child care in each community of the Salem Presbytery.

    2) Further be it resolved that the leadership in churches encourage the use of church facilities whenever possible to be used for daycare, Mother's Morning Out, and enrichment programs for children in order to demonstrate the unconditional love of God to children through the unconditional love of all children by Presbyterians.

    3) Further be it resolved that church leaders take a pro-active stand and become involved in recognizing changing conditions in our society and especially how these conditions are affecting children.

    4) Further be it resolved that we encourage our churches to open our hearts and our facilities to children in our communities, encouraging our church leaders to become actively involved in local committees (such as Smart Start committees) which are designed to work collaboratively in our communities to find solutions to a critical daycare problem.

    5) Further be it resolved that the Children's Ministry Committee of the Salem Presbytery make known to our 155 churches the outstanding 392-page publication from the Presbyterian Publishing Corporation: The Church Cares for Children.

6) Further be it resolved that this resolution be recorded in the minutes of the Salem Presbytery and be presented to the 156 churches in the Salem Presbytery and other ecumenical organizations for support and action.

ACTION:

23. Salem Presbytery approved the following Overture to be forwarded to the Stated Clerk of the Presbyterian Church (U.S.A.):

OVERTURE ON INCLUDING VOWS FOR DIACONAL RESPONSIBILITIES FOR ELDERS IN CHURCHES NOT USING THE OFFICE OF DEACON
SUBMITTED BY THE SESSION OF STARMOUNT PRESBYTERIAN CHURCH OF GREENSBORO, NORTH CAROLINA

Whereas the office of Deacon has a long history within the Church and within the Reformed tradition, and

Whereas the responsibility of nurturing, caring for, teaching, and ministering to the spiritual needs of God's people is an important and ongoing need, and

Whereas the Deacons of the church take a vow reflecting the specialized character of their office, and

Whereas the Form of Government in G-6.0407 states that a congregation "may elect not to use the office of deacon" wherein the responsibilities of both Elders and Deacons are taken on by the Elders and the Session, and

Whereas the Deacon vow may easily be overlook and omitted from the vows of Elders in churches not using the office of Deacon,

Therefore, be it resolved that the 208th (1996) General Assembly amend the Form of Government G-14.0207i by:

- adding a "(1)" immediately after the "i" and inserting after the word "Elder" in the parenthesis, the words "**...in a church using the office of deacon**",

- adding a new wording for the vow following (1) as amended above, as follows:

  (2) "(For elder in a church not using the office of deacon) Will you be a faithful elder, watching over the people, providing for their worship, nurture, and service? Will you share in government and discipline, serving in governing bodies in the Church? Will you teach charity, urging concern, and directing the people's help to the friendless and those in need? In your ministry, will you try to show the love and justice of Jesus Christ?

So that the amended G-14.0207i would read:

i. (1) (For elder **in a church using the office of deacon**) Will you be a faithful elder, watching over the people, providing for their worship, nurture, and service? Will you share in government and discipline, serving in governing bodies of the Church, and in your ministry will you try to show the love and justice of Jesus Christ?

(2) (For elder in a church not using the office of deacon) Will you be a faithful elder, watching over the people, providing for their worship, nurture, and service? Will you share in government and discipline, serving in governing bodies in the Church? Will you teach charity, urging concern, and directing the people's help to the friendless and those in need? In your ministry, will you try to show the love and justice of Jesus Christ?

BICENTENNIAL FUND ACCOUNTABILITY COMMITTEE

John Truitt, Moderator

Just past ¼ Million Mark!

Bicentennial Fund Report through 7/28/95

These churches have contributed the listed amounts to Bicentennial Fund Projects:

Dogwood Acres	300.00
Asheboro First	2,400.00
Old Providence	400.00
El Bethel	270.18
Eden First	4,082.80
Alamance	15,184.78
Buffalo	200.00
Church of the Covenant	8,509.36
Guilford Park	4,096.00
New Creation Community	1,500.00
Sedgefield	17,857.00
St. Paul (Greensboro)	5,276.00
Starmount	54,495.00
Vandalia	4,339.00
Lansing	300.00
Shallowford	2,000.00
Lexington First	10,000.00
Cross Roads	161.00
Hawfields	3,530.00
Fieldstone	600.00
Prospect	2,750.00
Edward Webb Memorial	170.50
North Wilkesboro	29,678.90
Speedwell	597.00
Franklin	500.00
Spencer	134.00
Bethesda (Statesville)	309.00
Calvary	100.00
Fifth Creek	200.00
New Salem	440.00
Springwood	2,000.00
Covenant	25.00
Highland	32,611.01
Lloyd	625.00

Parkway	20,858.46
St. Andrews	1,800.00
Yanceyville	782.05
Other	689.00

Of $872,009 Pledged $229,771.04 Received To Date

NOMINATING COMMITTEE

Sam McGregor, Moderator

ACTION:

24. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

Adult Ministry Committee
Class of '96
Ginny Stephens (Church of the Covenant) replaces Sophie Kivett

Budget and Finance Committee
Class of '95
Donal Mitchell (Vandalia) replaces Mike McClure

Children's Ministry Committee
Class of '96
Heather Ferguson (Highland) replaces Claire Holt

Educational Ministry
Class of '96
William DeLong (Chaplain, Baptist Hospital) replaces Elaine Sampson
Hunger Committee
Co-Moderator
George Carpenter (Springwood)

Social Justice Committee
Class of '97
Larry Freeman (Member-at-Large) replaces William Jones

Women's Ministry Committee
Class of '96
Pat Stewart (First Christian) replaces W. G. Conner

REMAINING COMMITTEE VACANCY:

Youth Ministry Committee
Class of '95
______________________________ replaces Anita Leone

ACTION:

25. Salem Presbytery elected the following person to fill a vacancy on a Synod Committee:

Synod of the Mid-Atlantic Nominating Committee
Jane Miller (Asheboro First) replaces Sara Frances Thompson

ACTION:

26. The following Policy for the Nomination of General Assembly Commissioners was approved:

Salem Presbytery
Policy For The Nomination of General Assembly Commissioners

I. Procedures

A. At the First Stated Meeting of Salem Presbytery each year, the Nominating Committee will nominate a slate of Alternate General Assembly Clergy and Elder Commissioners and Youth Advisory Delegate (as appropriate) to the General Assembly. The Nominating Committee will be guided by the Book of Order G-4.0403 ("The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the Church.") and this policy in making nominations. Special attention will be given to inclusiveness in Salem's representation.

B. Any Alternate Commissioners not needed to insure full representation at the upcoming General Assembly Meeting will become Principal Commissioners for the following Meeting with the recommendation of the Nominating Committee.

C. After the Nominating Committee has made nominations, the floor will be open for additional nominations. Anyone making a nomination from the floor should receive permission from the person they wish to nominate, and prior to making the nomination, have available a data sheet (described in I.D. below).

D. Persons willing to serve as Commissioners to a General Assembly meeting must complete a Commissioner Data Sheet. It shall include at least the following: Name, address, and phone data; age/sex/race data; record of service to the church with dates (including membership, ordination, participation on committees, attendance at meetings of Presbytery, Synod, and the General Assembly); and statement of willingness to participate fully in the training, preparation, attendance, and reporting phases of the commissioner responsibilities.

II. Nomination of Clergy Commissioners

A. Ministers will be selected with primary consideration given to their active participation and leadership in the ministry and mission of Presbytery, Synod (including Synod meetings), and General Assembly. (Members or Moderators of Committees, Councils, Task Forces, etc.)

B. Ministers who have never attended General Assembly should be given first consideration if they meet the other criteria listed in this policy (especially A.).

C. A minimum of three years membership in Salem Presbytery is required by the beginning date of the General Assembly to which they are elected.

D. Ministers who are willing to be considered as a Commissioner to General Assembly must complete a data sheet of information regarding matters described in Section I above. This sheet will be supplied to all ministers by the Nominating Committee.

E. The Nominating Committee may nominate member ministers who work outside the bounds of Presbytery and who are not active in the work and life of Presbytery.

F. About Minister Alternates

1. Minister Alternates will become principal commissioners the next year with the recommendation of the Nominating Committee.
2. Minister Alternates will be required to receive training prior to participation as a commissioner to the General Assembly.
3. Minister Alternate replacements will be elected by the Presbytery as vacancies occur. The Nominating Committee will make recommendations to fill any vacancies.

III. Nomination of Elder Commissioners

A. Elders will be selected with primary consideration of their active participation and leadership in the ministry and mission of their local church, Presbytery, Synod (including attendance at Synod Meetings), and General Assembly. (Members or Moderators of Committees, Councils, Task Forces, etc.)

B. At least one Elder Commissioner will be nominated from each of the following groups of churches. The churches of the Presbytery are divided into 3 groups according to size:

1 - 150 members
151 - 500 members
501 - up members

The 3 churches in each group which have gone the longest time without sending an Elder Commissioner to General Assembly will be asked to have their Session submit a name, plus a data sheet, to the Nominating Committee for consideration.

C. The elder must have been a member of a church in Salem Presbytery a minimum of three years by the beginning date of the General Assembly to which they are elected.

D. Elders who are willing to be considered as a Commissioner to General Assembly must complete a Commissioner Data Sheet of information regarding matters described in Section I. above. This sheet will be supplied to all churches by the Nominating Committee.

E. About Elder Alternates

1. Elder Alternates will become principal commissioners the next year with the recommendation of the Nominating Committee.
2. Elder Alternates will be required to receive training prior to participating as a Commissioner to the General Assembly.
3. Elder Alternate replacements will be elected by the Presbytery as vacancies occur. The Nominating Committee will make recommendations to fill any vacancies.

IV. Nomination of Youth Advisory Delegates

A. All sessions in the Presbytery will be asked to submit names of youth with YAD Data Sheet, to the Nominating Committee for consideration of that youth as a Youth Advisory Delegate.

B. Youth will be selected with primary consideration of their service to the local church, Presbytery, Synod, and General Assembly. The Nominating Committee will seek the advice of the Presbytery committee responsible for youth ministry.

C. About Youth Advisory Delegate Alternates

1. YAD Alternate will become principal Youth Advisory Delegates the next year with the recommendation of the Nominating Committee.
2. YAD Alternate will be required to receive training prior to participating as a Youth Advisory Delegate to the General Assembly.
3. YAD Alternate replacements will be elected by the Presbytery as vacancies occur. The Nominating Committee will make recommendations to fill any vacancies.

COMMITTEE ON REPRESENTATION

Joe Spears, Moderator

Salem Presbytery's Committee on Representation has twelve (12) members with equal numbers of men and women serving in classes of three (3) year terms. A majority of the Committee's members are of racial ethnic groups within the Presbytery and the Committee membership is representative of the following categories: majority male and female, racial ethnic female and male, and youth female.

The principal function of the Committee is to advise Presbytery of the need for committee volunteers selected from specified categories and elected for representation on committees, boards, agencies, and other units which will satisfy the membership principles in accordance with the code found in the Book of Order G-9.0105.

We are excited! The largest number of Representation Committee members ever attended the September 1995 meeting. Our meeting is truly a work session and Ms. Willie Garvin, Staff Resource, was invaluable in the Committee's organization for work. We examined the current listing of Presbytery's committee memberships and the following data emerged:

COMMITTEE MEMBERSHIP REPRESENTATION

Asians	4	(1.5%)
Blacks/African Americans	74	(20.5%)
Caucasians	284	(78%)
Females	165	(45%)

Males	200	(55%)
Ministers	107	(29%)
Lay Persons	246	(71%)
Educators	12	(3+%)
Unknown (Data sought unavailable)	3	(1+%)

MODERATORS OF COMMITTEES

Asians	0	(0%)
Blacks/African Americans	6	(17%)
Caucasians	30	(83%)
Females	11	(30.58%)
Males	25	(69.42%)
Ministers	18	(50%)
Lay Persons	18	(50%)

ACTIONS:

27. Presbytery commended the Nominating Committee on their diligent effort to meet the code found in the Book of Order G-9.0105.

28. The local churches of Salem Presbytery were urged to recommend to the Nominating Committee the names of youth males and females to serve on the committees of Presbytery.

29. Any planning for Presbytery-wide events should, with intentionality, be representative of Salem in the selection of leadership.

PRESBYTERIAN MEN ANNUAL REPORT
John C. Hamil, Moderator

This year brought changes in a number of areas in Men's Work in the presbytery, synod, and the General Assembly.

General Assembly - The Congregational Ministry Division, which directs Men's work, made a change in the assignment of Men's work at the retirement of Dave Lewis. Presbyterian Men is now a part of the Ministry to Men section. Rev. Curtis Miller was appointed to head this work at the beginning of the year.

The National Council of Presbyterian Men met in Denver in June. The Moderator, Bob Bohl, was the key speaker on the theme "Lift Up the Cross". Dale Vandiver of St. Louis was selected as President Elect. In response to the changes in Louisville, an Executive Secretary was chosen to handle the administrative matters. Rick Woodard of Camp Hill, Pennsylvania, was appointed to this position which is funded by the Presbyterian Men's Foundation. A Bible study series beginning with Job was reviewed and approved. It will be available in January 1996. Training sessions for the Bible leaders will be held in October. Seven Bible studies of seven lessons will be available in 1996.

Synod of the Mid-Atlantic - The annual conference was held at Massanetta Springs, Virginia, July 14-16. Dr. Weeks, President of Union Seminary, led the program on "Faith In Action". Tom Harrell of Salisbury, North Carolina, was elected President for 1995-96. Brown Wright of Asheville was elected Synod Representative and Clarence Jolly of Greensboro and John Hamil of Jamestown were elected Vice-Presidents for Mission and Development.

The 1996 Men's Conference will be held at Davidson College in July. The theme will be "Change Is An Opportunity".

Salem Presbytery - The program for 1995 featured regional meetings in Salisbury and Greensboro. The Salisbury meetings have featured monthly men's suppers while a breakfast communion was held in Greensboro with the next one scheduled in November. A program on violence was conducted at the 1994 Pathways conference. The 1995 subject will be a discussion of the need for Men's work in the local church.

A national survey of Men's work is to be conducted to identify the types of men's activities and the support provided by the local church. The surveys are included in the material distributed at presbytery. Your help is filling out the survey will be appreciated.

There is a need for Men's work in the church. Your help and cooperation will make it more effective.

SALEM PRESBYTERY
REPORT OF THE STATED CLERK
October 24, 1995

SESSIONAL RECORDS REVIEW

116 Churches presented their 1994 records for review at workshops held in March, April, and May. 108 were approved, 8 were approved pending corrections or additions.

Those Approved included:

Alamance, Allen Temple, Asbury, Asheboro First, Bethany (Graham), Bethel, Bethesda (Ruffin), Bethesda (Statesville), Boonville First, Calvary, Cameron, Centre, Church of the Covenant, Church of the Cross, Clemmons, Collinstown, Concord, Cooleemee, Covenant, Cross Roads, Dellabrook, Dogwood Acres, Eden First, El Bethel, Elkin, Elmwood, Faith, Fellowship, Fieldstone, Fifth Creek, Flat Rock, Forest Hills, Forest Park, Francisco, Franklin, Freedom, Glendale Springs, Glenwood, Grace, Greensboro First, Greenwood, Guilford Park, Hawfields, High Point First, Highland, Hills, Jamestown, John Calvin, Kernersville First, Lansing, Laurel Fork, Lexington First, Lexington Second, Lloyd, Logan, Madison, Mebane, Memorial, Mocksville First, Mooresville First, Mount Jefferson, Mount Tabor, Mount Vernon Springs, New Creation, North Wilkesboro, Oak Ridge, Old Providence, Old Town, Parkway, Pilot Mountain First, Pittsboro, Pleasant Grove, Prospect, Randolph, Reidsville First, Salisbury First, Salisbury Second, Sedgefield, Shady Side, Shallowford, Shiloh (Burlington), Shiloh (Statesville), Siler City, Smyrna, Speedwell, Spencer, St. Andrews, St. James, St. Paul (Greensboro), St. Paul (High Point), Starmount, Stony Creek, Taylorsville, Third Creek, Thomasville First, Thyatira, Trinity (Burlington), Trinity (Salisbury), Unity, Vandalia, Wentworth, Westminster (Burlington), Westminster (Greensboro), Whispering Pines, Winston-Salem First, Yadkin United, Yadkinville, Yanceyville.

Those Approved, Pending included:

Beulah, Crestwood, Fairmont, Joyce, New Salem, Pine Ridge, Reid Memorial, Trinity (Winston-Salem).

Those Not Presented included:

Baird's Creek, Bethany (Statesville), Bixby, Boone First, Boonville First, Burlington First, Cleveland, Clio, Community in Christ, Danbury Community, Ebenezer, Edward Webb, Graham, Griers, Gulf, Hope View, Immanuel, Korean First, Little Joe's, Love Valley, Milton, Mocksville Second, Mount Airy First, Mount Vernon, Oakland, Oakview, Peak Creek, Piedmont, Pine Hall, Red House, Riverview, Rumple Memorial, Sandy Ridge, Southminster, Sparta, Springwood, Statesville First, Stoneville, Tabor.

1993 Records Presented:

Fifth Creek (Approved)

1995 SESSION MINUTES REVIEWS FOR CLERKS OF SESSIONS

The annual record review sessions will be held in each of the Sections of Presbytery beginning in April of 1996. Clerks should be alert for further announcements at the upcoming Presbytery meeting and in subsequent mailings and also the Sampler.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-Eighth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Margaret Marks at 3:59 p.m. The next Stated Meeting will be held on Saturday, February 3, 1996, at the First Presbyterian Church in Salisbury, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

SALEM PRESBYTERY
TWENTY-EIGHTH STATED MEETING
GLENDALE SPRINGS PRESBYTERIAN CHURCH
GLENDALE SPRINGS, NORTH CAROLINA

DOCKET

October 24, 1995

Name Tag Color Code:

Elder Commissioners	yellow dot
Ministers	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

***Denotes Order of the Day**
Numbers in parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.		Registration	
8:30		Good Ideas for Growth	
8:45		Hymn-Sing	
***9:00**		**CALL TO ORDER/OPENING PRAYER**	*Moderator Margaret Marks*
		WORSHIP AND COMMUNION Preacher: The Reverend Phillip Pogue *The colorful pulpit scarf and stole are gifts of our partners from Kwahu Presbytery of the Presbyterian Church of Ghana. The lettering reads, "God Is Love" and "That They All May Be One."*	
Tell-It	(1.)	Children's Ministry Committee	*Edye Williamson*
		Peacemaking Committee	*Philip Gelzer*
9:50		**ORGANIZATION OF PRESBYTERY**	*Moderator Margaret Marks*
		Quorum	
	(2.)	Docket and Omnibus Motion	*Murray White*
		Welcome	
		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	
		Greeting from Ecumenical Visitor The Reverend Dr. Robert Crewdson, Ecumenical Officer and Pastor of Holy Trinity and St. Mary's Episcopal Churches	
	(3.)	Communications	*John Handley*
10:15		BOARD OF PENSIONS	*Robert Smith*

10:22	(5.)	COUNCIL	*Murray White*
	(6.)	BUDGET AND FINANCE COMMITTEE	*Jud Milam*
		STEWARDSHIP EDUCATION COMMITTEE AWARDS	*Cynthia Kirkman*
	(7.)	GOALS AND EVALUATION COMMITTEE	*Norman Whitney*
	(4.)	EVANGELISM COMMITTEE	*Ron Bowie*
***12:00 noon**		**RECOGNITION OF RETIREMENT** Catherine J. Reed	*Mike Warren*
***12:30 p.m.**		**LUNCH**	
*** 1:20**		**PRAYERS OF THANKSGIVING/PETITION** **DEDICATION OF 2¢/PENNIES**	*Catherine Reed*
		RECOGNITION OF RETIREMENT Warren C. Brannon	*Mike Warren*
	(7a.)	WORLDWIDE MINISTRIES COMMITTEE	*Christie Leininger*
	(8.)	EXAMINATIONS COMMITTEE Mark T. Stewart Ernest L. Stoffel	*David Kivett*
	(9.)	COMMITTEE ON MINISTRY	*Ann Jahnes*
*** 2:54**		**WOMEN'S CONFERENCE REPORT**	*Jean Rodenbough*
		REPORT OF SYNOD COMMISSIONERS	
	(11.)	RESOLUTIONS AND OVERTURES COMMITTEE	
	(12.)	BICENTENNIAL FUND ACCOUNTABILITY COMMITTEE	*John Truitt*
	(13.)	NOMINATING COMMITTEE	*Sam McGregor*
	(14.)	REPRESENTATION COMMITTEE	*Joe Spears*
	(15.)	MEN OF THE CHURCH ANNUAL REPORT	*John Hamil*
	(16.)	REPORT OF THE STATED CLERK	*John Handley*
		ADJOURNMENT AND BENEDICTION	*Moderator Margaret Marks*

Written reports for information:

(17.) Small Church Support Committee
(18.) Hunger Committee

Announcements:

(19.) Church Officer Training
(20.) Middle School Retreat
Presbytery Evaluation Form (Yellow)
Brochures
  Retreats At Miriam's Place
  Worldwide Ministries Conference

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
October 24, 1995

A. Supporting information on minister changes:

1. From other presbyteries

   - Mark T. Stewart - Pastor, Crestwood Church - from Seattle Presbytery
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal

   - Ernest L. Stoffel - Honorably Retired - from Charlotte Presbytery
     - Certificate of Dismissal

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Lou McAlister East
2. Ann Jahnes
3. Alyce Marie Kelly
4. Ruth Ann Brouwer Lenger

Reference: Stated Clerk

C. Resolution concerning Children's Ministry from Children's Ministry Committee
Reference: Resolutions and Overtures Committee

D. Overture concerning Elders' vows in Book of Order from Starmount Session
Reference: Resolutions and Overtures Committee

E. Request for Honorable Retirement from Malcolm McLeod Bullock
Reference: Committee on Ministry

F. Letter from Presbyterian World Service regarding Hurricane Opal disaster response.
Reference: Information (Enclosed)

G. Letter regarding Debbie Layman
Reference: Information (Enclosed)

MINUTES OF COMMISSIONS ADMITTED TO RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain/install ministers.

ORDINATION OF LOU MCALISTER EAST

The Commission appointed by Salem Presbytery to ordain Lou McAlister East as Minister of the Word and Sacrament, met at the Buffalo Presbyterian Church on August 6, 1995, at 3:00 p.m. The meeting was called to order by Frank Dew, and he was offered the opening prayer. The following members were present: Ministers Chris East, Cindy Higgins, Joe Flora, Frank Dew; and Elders Luella Graves, Margaret McKnight, and Anna Phillips.

Frank Dew was elected Moderator and Cindy Higgins, Clerk of the Commission. Guest Elder Anna Phillips of Liberian Presbyterian Church of Liberia was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Cindy Higgins preached the sermon using as her text Numbers 11:24-29 and her topic "Would That All God's People Were Prophets." Margaret McKnight propounded the constitutional questions to the minister. Luella Graves offered the prayer of ordination. Lou McAlister East was declared duly ordained according to the Constitution of the Presbyterian Church (U.S.A.) Chris East charged the Minister and Frank Dew charged the congregation.

Lou McAlister East, the newly ordained minister, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Frank Dew.

INSTALLATION OF ANN B. JAHNES
AS CAMPUS MINISTER OF UNC-GREENSBORO

The Commission appointed by Salem Presbytery to install Ann B. Jahnes as Campus Minister of UNC-G met at the Associated Campus Ministries on September 27, 1995, at 6:30 p.m. The meeting was called to order by Michael Warren and he offered the opening prayer. The following were present: Ministers Richard Wurst, Nathan Byrd, James Rissmiller, Michael Warren, Lisa Mullen; Elders Thomas Vinson and John Neufeld.

Michael Warren was elected Moderator and Lisa Mullen, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Lisa Mullen preached the sermon using as her text Luke 5:27-39 and her topic, "Vintage 1995". Michael Warren propounded the constitutional questions to the minister. Tom Vinson offered the prayer of Installation. Ann B. Jahnes was declared duly installed as Campus Minister of UNC-G according to the Constitution of the Presbyterian Church (U.S.A.). Michael Warren charged the minister, and John Neufeld charged the congregation.

Ann B. Jahnes, the newly installed Campus Minister, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Lisa Mullen.

ORDINATION AND INSTALLATION OF ALYCE MARIE KELLY AS PASTOR OF ALLEN TEMPLE CHURCH, CLEVELAND

The Commission appointed by Salem Presbytery to ordain and install Alyce Marie Kelly as Pastor of Allen Temple Presbyterian Church, met at the Allen Temple Church, Cleveland, NC, on August 20, 1995, at 4:30 p.m. The meeting was called to order by Michael Warren and he offered the opening prayer. The following members were present: Ministers Michael Warren, Gail Porter Nelson, Frank Wilkinson, Carlton Eversley; Elders Margaret Carr and Catrelia Hunter.

Michael Warren was elected Moderator and Clerk of the Commission. Guest elder Melva W. Costen of ITC Seminary, Atlanta, GA, of Atlanta Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in worship service at 5:00 p.m., the Moderator presiding. Elder Dr. Melva Costen preached the sermon using as her text Ephesians 6:10-20 and her topic, "Dressed In Servant Attire." Michael Warren propounded the constitutional questions to the minister. Margaret Carr propounded the constitutional questions to the congregation. Carlton Eversley offered the prayer of ordination and installation. Alyce Marie Kelly was declared ordained and installed as Pastor of Allen Temple Church according to the Constitution of the Presbyterian Church (U.S.A.). Gail Porter Nelson charged the Pastor, and Michael Warren charged the congregation.

Alyce Marie Kelly, the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Michael Warren.

ORDINATION OF RUTH ANN BROUWER LENGER

The Commission appointed by Salem Presbytery to ordain Ruth Ann Brouwer Lenger as Minister of the Word and Sacrament, met at the Forest Hills Presbyterian Church on August 27, 1995, at 2:30 p.m. The meeting was called to order by Charles R. Carter, and he offered the opening prayer. The following members were present: Ministers Charles R. Carter, Lisa F. Mullen, Holly D. Hayes; Elders Sara Doug Harris, Michael B. Hussey, and Jonnette Powell.

Charles R. Carter was elected Moderator and Holly D. Hayes, Clerk of the Commission. Guest minister Ronald B. Wilkins, Southern Baptist; guest elder Peter Brouwer of Burton Heights Christian Reformed Church of Grand Rapids, Michigan; and Candidate Mary L. McClure of Traverse City, Michigan, were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Lisa F. Mullen preached the sermon using as her text John 15:1-5; I Cor. 3:5-9 and her topic, "Working The Family Farm." Charles R. Carter propounded the constitutional questions to the minister. Peter Brouwer offered the prayer of ordination. Ruth Ann Brouwer Lenger was declared duly ordained as Minister of the Word and Sacrament of the Presbyterian Church (U.S.A.) according to the Constitution of the Presbyterian Church (U.S.A.). Michael B. Hussey charged the minister, and Holly D. Hayes charged the congregation.

Ruth Ann Brouwer Lenger, the newly ordained Minister of the Word and Sacrament, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Charles R. Carter.

INSTALLATION OF RUTH ANN BROUWER LENGER AS PASTOR OF SPENCER CHURCH, SPENCER

The Commission appointed by Salem Presbytery to install Ruth Ann B. Lenger as Pastor of Spencer Presbyterian Church, met at the Spencer Church, Spencer, NC, on September 10, 1995, at 11:00 a.m. The meeting was called to order by Larry Ayers, and he offered the opening prayer. The following members were present: Ministers Larry Ayers, Lisa Nelson, Stephen Moss; Elders Tom Wyatt, Faye Cecil, Linda Greene, and Elinor Wilburn.

Larry Ayers was elected Moderator and Jonnette Powell, Clerk of the Commission. Guest minister Roy Bell of the United Methodist Church and guest elders Martha Gettys, Louise Eddinger, Richard Landis, and Jonnette Powell of Spencer Presbyterian Church of Salem Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Lisa Nelson preached the sermon using as her text Isaiah 42:6-9 and her topic, "God Is Doing A New Thing." Larry Ayers propounded the constitutional questions to the minister. Elinor Wilburn propounded the constitutional questions to the congregation. Faye Cecil offered the prayer of installation. Ruth Ann B. Lenger was declared duly installed as Pastor of Spencer Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Linda Greene charged the Pastor, and Stephen Moss charged the congregation.

Ruth Ann B. Lenger, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Ruth Ann B. Lenger.

APPENDIX D

CHRONOLOGY OF EVENTS LEADING UP TO WALKOUT AT 209TH SYNOD MEETING

June, '92	Task Group formed to reorganize Synod to be responsive to greater Presbytery responsibility and reduced funding.
June, '93	Initial proposal presented to Synod Assembly with reduced staff and mission. Assembly requested continuation of proposal for presentation at '94 Assembly. Staff reductions proposed in area of Assoc. for Campus Ministry and support staff.
Nov, '93	Personnel Consultant hired to study Synod Staff morale problem. Info provided to Synod Executive and Personnel Committee for action. Rev. Cheryl Duke, Peaks Council Member, strongly objected to report not being available to total council.
June, '94	Reorganization proposal presented to Synod Assembly. Proposed reduced Synod Staff, elimination of Synod Council, greater participation by Synod commissioners, and reduced Synod mission. Assembly rejected proposal and created Standing Committee of commissioners to study issue and to bring proposed redesign to January '95 Reconvened Stated meeting. Rev. Carroll D. Jenkins and Rev. Joseph L. Pickard rehired for indefinite term for offices of Synod Executive and Associate Executive for Finance after extensive floor discussion and charges of racism. Decision to terminate the position of Associate Executive for Campus Ministry placed on hold until Reconvened Stated Meeting. Polarization of feelings around these actions began to surface.
June, '94 - Jun '95	Personnel changes made at synod office to initiate staff downsizing commensurate with reduced mission and funding.
Nov, '94	Trustees received notification of existance of complaint re: Synod Office Mismanagement.
Dec, '94 -Jan '95	Trustees received copy of anonymous allegations, advised Jenkins of requested compliance audit, hired CPA (with Synod Executive Committee permission) to conduct audit of Synod internal operations, received report from CPA.
Jan, '95	Trustees provided 12/20/94 Alledged Mismanagement Document and CPA report to Synod Executive. Trustee conference call held and did not agree to take any formal action on information. Plan established for three trustees: James A. Payne, Charles P. Roberts, and Trent Crewe to meet with Synod Executive Committee to express their concern and the need that some action be taken. The Executive Committee agreed to look into the anonymous allegations, to take corrective action as necessary, and to report back to the Trustees upon completion of their investigation. The 18 allegations were shared with all present: 3 were personnel related and 15 were financial related. None of the financial allegations had previously been brought to the attention of the Council.
Jan, '95	Personnel Committee met and concluded allegations were items previously acted upon by their committee. The employee was not in agreement with previous decisions.
Jan, '95	Synod Comptroller was provided copy of allegations and was: directed to investigate allegations, determine if any verifiable violations, take corrective action as necessary, and report back to Finance Committee. Finance Chairman Ward contacted Joe Pickard and advised him of allegations and requested his assistance to the Comptroller.

Feb, '95 Comptroller completed review of records of past two years and advised Ward of initial findings on the 15 allegations. Meeting held with Synod's CPA auditing firm, Rowles and Company, to advise of allegations and findings. Other than a problem related to payment of cash bonuses to synod staff at the end of '93 without reporting on W-2's , all other allegations were considered to be related to internal policy rather than violation of generally accepted auditing standards.

Mar, '95 - Apr '95 Trustee Payne, unhappy at lack of progress by Synod on investigation (it should be noted that he did not request status), provided complete package of Allegation of Mismanagement and Trustee's CPA findings to Presbytery Executive of the James who in turn distributed to all other Pres. Execs. Copies were also mailed to all new council members, and information was sent to The Richmond Times-Dispatch which printed an article critical of Dr. Jenkins.

The Executive Committee of the Synod made a report to the Trustees on April 26 on the results of the investigation and reviewed changes being introduced to prevent recurrence of volations of existing policies. The Trustees were also advised of those allegations for which there is no verifiable case of mismanagement or evidence of the statement in the allegation being true.

Trustee Payne responded that he appreciated the investigation report but that it was not satisfactory in that we had not found the information which he had but could not share with the Executive Committee.

May, '95 The report on the Investigation into Allegation of Possible Mismanagement of the Synod Office was presented to the 1995 Synod Council and accepted as their position on this matter. Representatives from the 1995 Council met with the Trustees and Presbytery Executives to present the Council's determination. This group was not satisfied with the action taken and requested that an impartial committee of five persons be appointed to review the financial and management practices of the Synod office.

Aug, '95 In response to the action of the Presbytery Executives and Trustees, the Council elected a "Committee of Five".

APPENDIX E

SALEM PRESBYTERY

FINANCIAL STATEMENTS

DECEMBER 31, 1994

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INDEPENDENT AUDITOR'S REPORT

The Council of Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying balance sheets of the General Fund, Restricted Fund, Loan and Grant Fund, Bicentennial Fund, New Church Development Fund and Plant Fund of Salem Presbytery as of December 31, 1994, and the related statements of support, revenue, expenses and changes in fund balances and changes in financial position for the year then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit. We did not audit the financial statements of Camp Grier, Camp New Hope and Presbyterian Point, which represent 93% of the assets of the Plant Fund. Those financial statements were audited by other auditors whose reports thereon have been furnished to us, and our opinion, insofar as it relates to the amounts included for Camp Grier, Camp New Hope and Presbyterian Point, is based solely on the reports of the other auditors.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the reports of other auditors provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Salem Presbytery as of December 31, 1994, and the results of its operations and changes in its financial position for the year then ended in conformity with generally accepted accounting principles.

Our audit was made for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary information contained on pages 14 through 15 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in our examination of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

Moose, Martin + Haynes, P.A.

Statesville, North Carolina
October 11, 1995

Salem Presbytery

BALANCE SHEET

December 31, 1994

With Comparative Totals for 1993

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	New Church Development Fund	Plant Fund	Totals (Memorandum Only) 1994	Totals (Memorandum Only) 1993
ASSETS								
Cash and temporary investments	$205,908	$575,210	$165,008	$ 37,265	$ 85,959	$ -	$1,069,350	$ 650,766
Receivables								
Presbyterian mission support	-	202,291	-	-	-	-	202,291	142,117
Pledges	-	-	-	324,718	-	-	324,718	295,329
Notes	23,125	33,000	70,515	-	-	-	126,640	124,399
From other funds	195,622	-	11,213	1,022	196,896	-	404,753	185,396
Other	2,420	685	-	10,492	29	-	13,626	229,048
Total receivables	221,167	235,976	81,728	336,232	196,925	-	1,072,028	976,289
Investments	-	-	109,994	-	-	-	109,994	103,250
Prepaid expenses	1,960	-	-	-	-	-	1,960	-
Property, plant & equipment	-	-	-	-	407,332	38,114	445,446	409,038
Investment in camps	-	-	-	-	-	321,807	321,807	315,652
Total assets	$429,035	$811,186	$356,730	$373,497	$690,216	$359,921	$3,020,585	$2,454,995
LIABILITIES AND FUND BALANCES								
Liabilities								
Presbyterian mission support	$ 21,305	$195,015	$ -	$ -	$ -	$ -	$ 216,320	$ 193,819
Deferred support	-	-	-	324,718	-	-	324,718	295,329
Accounts payable & accrued expenses	12,038	46,700	-	-	-	-	58,738	13,220
To other funds	-	404,753	-	-	-	-	404,753	185,396
Long-term debt	19,114	-	-	-	-	-	19,114	-
Total liabilities	52,457	646,468	-	324,718	-	-	1,023,643	687,764
Fund balances								
Unrestricted								
Board designated	257,182	44,359	-	-	194,744	-	496,285	145,493
Undesignated	119,396	-	-	-	-	-	119,396	193,437
Restricted	-	120,359	356,730	48,779	495,472	321,807	1,343,147	1,405,045
Investment in plant	-	-	-	-	-	38,114	38,114	23,256
Total fund balances	376,578	164,718	356,730	48,779	690,216	359,921	1,996,942	1,767,231
Total liabilities and fund balances	$429,035	$811,186	$356,730	$373,497	$690,216	$359,921	$3,020,585	$2,454,995

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF SUPPORT, REVENUE, EXPENSES
AND CHANGES IN FUND BALANCES

Year Ended December 31, 1994

With Comparative Totals for 1993

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	New Church Development Fund	Plant Fund	Total (Memorandum Only) 1994	Total (Memorandum Only) 1993
SUPPORT AND REVENUE								
Presbyterian mission support	$ -	$ 2,147,479	$ -	$ -	$ -	$ -	$2,147,479	$2,208,859
Investment income	10,120	12,488	12,094	1,021	2,153	-	37,876	29,456
Gifts, grants and legacies	-	-	3,537	41,933	121,146	-	166,616	88,683
Program receipts	35,897	-	-	-	-	-	35,897	32,434
Other receipts	7,875	316,071	-	-	-	-	323,946	13,516
Total support and revenue	53,892	2,476,038	15,631	42,954	123,299	-	2,711,814	2,372,948
EXPENSES								
Presbyterian mission support	21,305	993,400	-	-	-	-	1,014,705	1,036,335
Salaries and related expenses	421,428	-	-	-	-	-	421,428	431,885
Occupancy & office rents	34,193	-	-	-	-	-	34,193	33,899
Depreciation	-	-	-	-	-	48,010	48,010	51,040
Other administrative expenses	28,751	-	-	-	-	-	28,751	31,294
Program services	394,844	-	-	-	65,161	-	460,005	426,614
Two-Cents-a-Meal Hunger Program	-	119,786	-	-	-	-	119,786	80,668
Other	-	135,496	-	19,729	-	-	155,225	15,722
Total expenses	900,521	1,248,682	-	19,729	65,161	48,010	2,282,103	2,127,457
EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES	(846,629)	1,227,356	15,631	23,225	58,138	(48,010)	429,711	245,491
FUND BALANCES - BEGINNING OF YEAR	297,698	166,192	334,055	25,554	404,834	538,898	1,767,231	1,521,740
INTERFUND TRANSFERS	925,509	(1,228,830)	7,044	-	227,244	69,033	-	-
FUND BALANCES - END OF YEAR	$ 376,578	$ 164,718	$356,730	$48,779	$690,216	$559,921	$2,196,942	$1,767,231

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF CHANGES IN FINANCIAL POSITION

Year Ended December 31, 1994

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	New Church Development Fund	Plant Fund	Total (Memorandum Only) 1994
RESOURCES PROVIDED							
Excess (deficiency) of support and revenue over expenses	$ (846,629)	$ 1,227,356	$ 15,631	$23,225	$ 58,138	$(48,010)	$429,711
Items that do not use (provide) resources							
Provision for depreciation	-	-	-	-	-	48,010	48,010
Increase (decrease) in due to other funds	-	220,667	-	-	(1,310)	-	219,357
Increase (decrease) in payables and accrued expenses	26,118	48,710	-	(2,775)	(4,034)	-	68,019
Increase in long-term debt	12,114	-	-	-	-	-	12,114
Total resources provided	(808,397)	1,496,733	15,631	20,450	52,794	-	777,211
RESOURCES USED							
Purchases of plant assets	-	-	-	-	21,530	69,033	90,563
Increase (decrease) in receivables & prepaids	23,415	55,968	(21,184)	(3,849)	(5,387)	-	48,963
Increase (decrease) due from other funds	11,404	-	10,213	844	196,896	-	219,357
Purchase of investments	-	-	6,744	-	-	-	6,744
Total resources used	34,819	55,968	(4,227)	(3,005)	213,039	69,033	365,627
TRANSFERS							
Mission support	1,021,083	(1,021,083)	-	-	-	-	-
Plant acquisitions	(69,033)	-	-	-	-	69,033	-
Other	(26,541)	(207,747)	7,044	-	227,244	-	-
Total cash transfers	925,509	(1,228,830)	7,044	-	227,244	69,033	-
Increase (decrease) in cash	$ 82,293	$ 211,935	$ 26,902	$23,455	$ 66,999	$ -	$411,584

The accompanying notes are an integral part of these financial statements.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies of Salem Presbytery (hereinafter referred to as the "Presbytery") are described below to enhance the usefulness of the financial statements to the reader.

Fund Accounting

To ensure observance of limitations and restrictions placed on the use of resources available to the Presbytery, the accounts are maintained in accordance with the principles of fund accounting. This is a procedure by which resources are classified for accounting and reporting purposes into funds established according to their nature and purpose.

The Presbytery's funds are as follows:

General Fund - this fund accounts for unrestricted resources that are available for the support and operation of the office of the Presbytery.

Restricted Fund - this fund accounts for all Presbyterian mission collections and disbursements and various donor restricted gifts.

Loan and Grant Fund - this fund accounts for resources restricted to use for loans and grants to churches and loans to individuals.

Bicentennial Fund - this fund accounts for resources restricted by churches and individuals to use for the Bicentennial Fund mission projects in partnership with the General Assembly and the Synod of the Mid-Atlantic.

New Church Development Fund - this fund accounts for resources restricted by churches and individuals and designated by the Presbytery for approved areas of new church development. This fund may temporarily hold property, plant and equipment acquired for new church development projects.

Plant Fund - this fund accounts for all property, plant and equipment owned by the Presbytery.

Plant assets and depreciation

Uses of general and other funds for plant acquisitions are accounted for as transfers to the Plant Fund. Proceeds from the sale of plant assets are transferred to the General Fund. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis for the property, plant and equipment.

The Presbytery also may hold title to various church properties located within its boundaries for canonical purposes only. These properties are not included in the Plant Fund.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Support and revenues

Due to the voluntary nature of Presbyterian mission support received from member churches, support is recognized when received by the Presbytery, except for support received in the two weeks following the year end, which is recognized in the year intended by the member churches.

Deferred support

Pledges for the Bicentennial Fund are recorded as deferred revenue. Pledges for projects within the Presbytery are recognized as support in the statement of support, revenue, expenses and changes in fund balances when the pledges are collected; therefore, no allowance for uncollectible pledges is deemed necessary.

Pension plan

The Presbytery participates in a pension fund for the employees and ministers, administered by the Board of Pensions of the Presbyterian Church (USA). Eligibility is determined by age, length of service, and salary base. The pension expense of 1994 was $16,025 for the employees, and $19,406 for the ministers.

Comparative Total (Memorandum Only)

The total data are presented to facilitate financial analysis. The totals do not present financial position, results of operations, or changes in cash flow in conformity with generally accepted accounting principles. No consolidating or other eliminations were made in arriving at the totals; thus, they do not represent consolidated information.

Reclassifications

Certain items in the accompanying financial statements for 1993 have been reclassified in order to conform with the 1994 financial statement presentation.

NOTE 2 - PLANT ASSETS

Purchased plant assets are recorded at cost. Donated plant assets are recorded at fair market value at the date received, except for property, plant and equipment associated with Camps Grier, New Hope and Presbyterian Point. Related camp assets acquired from antecedent presbyteries are recorded at historical cost. Property, plant and equipment are comprised of the following at December 31:

	1994	1993
PLANT FUND		
Presbytery office, Clemmons, NC:		
Furniture and equipment	$ 122,094	$ 99,126
Less: accumulated depreciation	(83,980)	(75,870)
	38,114	23,256
Investment in Camps (Note 4):		
Camp Grier		
Land improvements	91,705	77,813
Buildings and improvements	190,321	179,625
Furniture and equipment	74,392	73,770
Less: accumulated depreciation	(234,687)	(223,701)
	121,731	107,507
Camp New Hope		
Land improvements	143,034	143,034
Buildings and improvements	303,740	300,626
Furniture and equipment	71,392	69,250
Less: accumulated depreciation	(210,870)	(198,999)
	307,296	313,911
Presbyterian Point		
Land improvements	4,301	4,301
Buildings and improvements	121,416	121,416
Furniture and equipment	115,223	109,245
Less: accumulated depreciation	(148,160)	(140,738)
	92,780	94,224
Property, plant, and equipment - Plant Fund	$ 559,921	$ 538,898
NEW CHURCH DEVELOPMENT FUND		
First Korean Presbyterian Church		
Land improvements	$ 100,740	$ 100,740
Oak Ridge Presbyterian Church		
Land, building and equipment	306,592	285,062
Property, plant and equipment - New Church Development Fund	$ 407,332	$ 385,802

NOTE 3 - INVESTMENTS

Investments are presented in the financial statements at cost. Investments are normally written down to market value when market values have declined below cost, however, the decline at December 31, 1994 is not deemed to be a permanent impairment. Investments are composed of the following at December 31:

	1994	1993
Presbyterian Church (U.S.A) Foundation Balanced Growth Fund:		
Cost	$109,994	$103,250
Market	$104,773	$103,250
Unrealized loss	$ 5,221	$ -

NOTE 4 - INVESTMENT IN CAMPS

The Presbytery acquired joint ownership of three camps from the antecedent presbyteries:

Camp Grier - 33 1/3% ownership with the presbyteries of Western North Carolina and Charlotte;

Camp New Hope - 50% ownership with the Presbytery of New Hope; and

Presbyterian Point - 50% ownership with the Presbytery of New Hope.

The Presbytery's investment in the camps is recorded in the Plant Fund at the book value of the property, plant and equipment of each camp. Annual subsidies to each camp in excess of capital improvements are recorded as current expenditures for program services in the General Fund.

Subsidies to each camp are as follows:

	1994	1993
Camp Grier	$28,283	$ 33,543
Camp New Hope and Presbyterian Point	64,390	74,352
	$92,673	$107,895

The Presbytery provided assistance with administrative costs to Camp New Hope and Presbyterian Point of $3,800 in 1994 and $3,600 in 1993.

NOTE 5 - NOTES RECEIVABLE

Notes receivable consist of the following at December 31:

	1994	1993
General Fund		
Individual	$ 23,125	$ -
Restricted Fund		
Duke University	33,000	33,000
Loans and Grant Fund		
Various churches and individuals	70,515	91,599
	$126,640	$124,599

NOTE 6 - LONG-TERM DEBT

A summary of long-term debt follows:

10% loan from General Assembly, Presbyterian Church (U.S.A), final payment was in August, 1995	$ 9,174	$ -
5.25% mortgage payable to financial institution, final payment was in April, 1995	9,940	-
	$19,114	$ -

NOTE 7 - RESTRICTED FUND

The restricted fund balance is comprised of the following at December 31:

	1994	1993
Two-Cents-a-Meal Hunger Fund	$ 90,500	$ 91,990
Synod/Duke Building Fund	44,359	41,232
Hsinchu Presbytery Partnership Fund	4,377	4,899
Peacemaking Fund	5,334	4,580
Black Caucus Fund	148	1,525
Campus Ministry Funds	14,820	15,618
Other	5,180	6,348
	$164,718	$166,192

NOTE 8 - LOAN AND GRANT FUND

The loan and grant fund balance is comprised of the following funds restricted for loans and grants at December 31:

	1994	1993
Church Development Loan Fund	$ 70,000	$ 61,266
General Loan Fund	156,548	150,000
Grant Fund	16,244	15,768
Knox-Abernathy Fund	1,332	1,084
D. P. Foust Fund		
Home Mission Work	12,586	9,326
Preaching Weak Churches	7,488	11,132
Other	57,246	51,138
Stone Estate Fund	26,741	25,896
Maryland Hickerson Fund	1,250	1,250
Cora Harrison Fund	846	824
Virgil Ashbaugh Fund	2,469	2,391
Mary Smith Loan Fund	3,980	3,980
	$356,730	$334,055

The Orange Presbytery Foundation, Inc. continues to hold shares of stock in the North Carolina Railroad Co. for the benefit of Salem Presbytery. At December 31, 1994, the market value of this investment was $28,028.

NOTE 9 - TAX EXEMPT STATUS

The Presbytery is a nonprofit organization exempt under Internal Revenue Code Section 501(c)(3). It pays neither federal or state income taxes on related income.

Salem Presbytery

STATEMENT OF SUPPORT, DISBURSEMENTS AND TRANSFERS OF PRESBYTERIAN MISSION RECEIPTS

Year Ended December 31, 1994

	Actual	Budgeted	Actual Over (Under)
SUPPORT			
Presbyterian mission receipts from churches			
Budgeted unified & selected giving	$1,774,778	$1,825,000	$(50,222)
Non-budgeted selected giving			
Special offerings	129,483	-	129,483
Validated causes	243,218	-	243,218
Total support	$2,147,479	$1,825,000	$322,479
DISBURSEMENTS			
General Assembly			
Budgeted unified & selected giving			
Presbyterian mission	$ 285,145	$ 297,917	$(12,772)
Per capita assessments	165,998	165,998	-
Non-budgeted selected giving			
Special offerings			
One Great Hour of Sharing Offering	41,165	-	41,165
Christmas Joy Gift Offering	42,706	-	42,706
Witness Offering	19,369	-	19,369
Validated causes			
SOS Projects	16,335	-	16,335
1% theological fund	45,915	-	45,915
Crisis relief	35,854	-	35,854
Other special gifts	5,273	-	5,273
Synod of the Mid-Atlantic			
Budgeted unified & selected giving			
Presbyterian mission	204,711	213,243	(8,532)
Assessments	96,642	96,642	-
Non-budgeted selected giving			
Special offerings			
Mother's Day Offering	9,501	-	9,501
Thanksgiving Offering	11,994	-	11,994
Validated causes			
Presbyterian Homes, Inc.	3,697	-	3,697
Barium Springs Home for Children	3,859	-	3,859
Other	575	-	575
Salem Presbytery			
Non-budgeted selected giving			
Validated causes			
Grandfather Home for Children	3,055	-	3,055
Other	1,606	-	1,606
Total disbursements	993,400	773,800	219,600

	Actual	Budgeted	Actual Over (Under)
TRANSFERS			
Salem Presbytery			
General Fund			
Budgeted unified & selected giving			
Presbyterian mission	$1,021,083	$1,050,000	$(28,917)
Non-budgeted selected giving			
Validated causes			
Other special gifts	8,856	-	8,856
Restricted Fund			
Non-budgeted selected giving			
Special offerings			
Peacemaking	4,748	-	4,748
Validated causes			
Two-Cents-a-Meal Hunger Program	115,748	-	115,748
Hsinchu Presbytery Partnership	1,200	1,200	-
Candidates Ordination	1,339	-	1,339
Winston-Salem Campus Ministries	1,105	-	1,105
Total transfers	1,154,079	1,051,200	102,879
Total disbursements and transfers	$2,147,479	$1,825,000	$322,479

SALEM PRESBYTERY
GOALS AND EVALUATION COMMITTEE
Norman Whitney, Moderator
October 24, 1995

SALEM PRESBYTERY

VISION

With a devoted faith in Jesus Christ Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's Spirit we seek together to strengthen the worship, work, and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class, and ethnic background.

MISSION

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church, as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the whole world.

FOCUS AREA 1
To live out the connectional nature of the church in partnership with sessions, synod, and General Assembly and in cooperation with other denominations

FOCUS AREA 2
To nurture congregations to fulfill their mission

FOCUS AREA 3
To provide support to developing/redeveloping churches

FOCUS AREA 4
To care for church professionals

FOCUS AREA 5
To initiate a regional witness faithful to the ministry of Jesus Christ

FOCUS AREA 6
To participate in the worldwide mission of the church

FOCUS AREA 1

To live out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly and In Cooperation with Other Denominations

Objective 1
Develop occasions and methods through which education on issues, faith sharing, Bible study, and open discussion can take place

Objective 2
Design and implement effective, open, accessible communication system (dialogue, information sharing, quick response) to include:

* system of regular, frequent in person contacts with each session for sharing Presbytery goals and understanding needs of the churches
* plans to prepare commissioners to Presbytery/Synod/GA meetings for effective participation and reporting to session/congragations
* distribution of a master annual calendar for all presbytery meetings and events with updates as needed
* coordinated promotion/publicity for meetings and events
* appropriate software applications

Objective 3
Design and implement a stewardship program to support the mission of the whole church

Objective 4
Coordinate the development of presbytery committee action plans and provide training for presbytery committees

Objective 5
Strengthen ecumenical awareness through contacts, conversations, and cooperation with other denominations

FOCUS AREA 2

To nurture congregations in their work to fulfill their mission.

Objective 1
Offer opportunities for developing leaders for service as officers, teachers, and program moderators for local churches

Objective 2
Develop ministries to young families with children and ministries to senior adults

* provide a variety of program and study resources (print, media, people, etc.) for use by churches and ministers

Objective 3
Enrich our worship life through reformed liturgy and music using education, worship experiences, workshops, etc.

FOCUS AREA 3

To provide support for developing/redeveloping churches

Objective 1
Emphasize evangelism and educate leaders in strategies and methods

Objective 2
Develop workable plans for starting new churches and redeveloping, revitalizing existing churches

Objective 3
Develop system of support for strengthening smaller membership churches especially those with special opportunities

FOCUS AREA 4

To care for church professionals

Objective 1
Fulfill responsibilities assigned by the Book of Order to the Committee on Ministry

Objective 2
Develop system of sensitive care and support of church professionals (spiritual, emotional, financial needs) that will include:

* a "pastor shepherd" program conveniently available in each section
* needs of ordained women ministers

Objective 3
Establish fall and spring, short term continuing education events

FOCUS AREA 5

To initiate a regional witness faithful to the ministry of Jesus Christ

Objective 1
Celebrate and use the diversity of our membership as an opportunity for growth in our service to Christ emphasizing unity in the midst of our diversity

Objective 2
Develop a cooperative network of service agencies so that together we may more effectively change the root causes of poverty and increase self-sufficiency of our less privileged neighbors

* Offer frequent opportunities for "hands-on" work experiences in solidarity with the poor, homeless, and hungry

Objective 3
Provide facilities and programs to strengthen regional Outdoor Ministries opportunities for youth and other church groups
Objective 4
Build a strong Presbyterian Campus Ministry within cooperative ecumenical relationships emphasizing study, witness, and fellowship

FOCUS AREA 6
To participate in the worldwide mission of the church

Objective 1
Increase local church knowledge and commitment to the worldwide mission through education, travel/work trips, personal contact by mission workers, visits from sister/partner churches and presbyteries

Objective 2
Develop simpler lifestyle education programs that encourage responsible and equitable use of the world's resources

Objective 3
Increase giving to mission efforts by promoting understanding of and commitment to Pennies-for-Hunger/2 Cents-A-Meal for all age groups in the church

The Goals and Evaluation Committee has prepared these statements through an extensive series of contacts with present Salem Committees, many different churches through holding Town Meetings in various parts of the Presbytery, and presentation to the last meeting of Salem Presbytery. Content has been revised and enriched at each stage through comments, suggestions, and criticisms offered at each step.

We believe this statement clarifies what Salem Presbytery is and does. It also challenges us with a sense of urgency and focus to the areas of activity and program to be emphasized as the turn of the century approaches.

We are pleased to present these statements for adoption to guide Salem's program activities.

PROGRAM FOR COMMISSIONED LAY PREACHERS
SALEM PRESBYTERY

PURPOSE

Salem Presbytery provides Commissioned Lay Preacher training to prepare for commissioning as lay preachers, and to enhance the preaching and teaching skills of elders in accordance with Section G-6.0304 of the Book of Order. The Committee on Ministry expects that the Commissioned Lay Preachers (CLP) will serve as occasional supply for pastors away from their pulpits or for pastorless churches. In some circumstances the Committee on Ministry may approve a particular CLP for a continuing temporary supply relationship with a pastorless congregation. Elders who are not candidates for commissioning as Lay Preachers may avail themselves of CLP training to enhance their service in their own congregation.

G-14.0516 establishes the definition and criteria for commissioned lay preachers and their ongoing accountability to the Presbytery.

Persons who are interested in serving in this capacity will secure the approval of their Session and apply to the Committee on Ministry. The applicants will be examined by a committee of Presbytery as to their personal faith and motives for seeking the commission.

The candidate for this commission shall be instructed in Bible, Theology, Worship and Sacraments, Presbyterian Polity, and Preaching. After receiving training and examination, and recommendation of the COM, the Candidate may receive a Commission as a Lay Preacher (CLP) for three years by Salem Presbytery to lead worship and preach the gospel as a Temporary Supply, or for definite time periods in designated congregations in Salem Presbytery.

COURSE WORK/TRAINING

Courses may be offered in Preaching, Worship Leadership, and Ministry Skills in addition to the subjects required by the *Book of Order.* Upon successful completion of the training classes, the candidates will be presented to the Committee on Ministry (COM) who will make the approval for a service of Commissioning at a regular stated meeting of Salem Presbytery.

SUPERVISION

CLP's will work under the supervision of the Presbytery and the Committee on Ministry. Direct supervision will often be done by the Moderator of the Session where the CLP is assigned. There will also be a mentor assigned for each CLP.

OPTIONS FOR SERVICE

Temporary Pulpit Supply: – CLP may be called to serve on a single Sunday of preaching occasionally. This does not require the approval of Presbytery during the term of the commission.

Regular Service in a particular church: – At the request of a Session of a vacant church, a CLP may consider supply for a term of service not to exceed one year. The CLP and the Session will discuss the tenure of service, duties, leave time, and compensation. Vacation and study leave are granted on the same basis as it is for pastors. Upon the request of the Session to the COM, to approve terms of supply, the CLP may be designated by the Presbytery for a term of service.

At the end of twelve months, the relationship to the church is automatically terminated, but may be renewed upon request of the session, review by the COM, and consent of the CLP.

CHURCHES APPLYING FOR CLP SERVICES

Churches seeking Term CLP Services, will interview CLPs in their geographical area. When the person and terms are agreed upon, the Session will authorize and submit a "Request for CLP Services" (available from the Presbytery Office) to the COM for approval, so that the Presbytery may designate a CLP for a term of service.

Applications for Commissioned Lay Preacher are available from the Presbytery Office or through your Clerk of Session. Candidates must be endorsed by the Session, and approved by the Committee on Ministry to begin training.

TUITION: $100

EDUCATION AND TRAINING REQUIREMENTS

Preparation includes:

A. Class instruction, provided by Salem Presbytery
  (This will be the basis for all instruction and work for the program.)
B. Completion of written work from each class
C. Reading program and Supervisor consultation, monthly
D. Examination on each area of instruction

A. Class instruction shall consist of nine courses of four months each, offered in three education terms. Each course will meet one time per month for four months, with four weeks for individual study and work between classes. Each class session will be one and one half hours. Each education term has three classes offered and required. The total class time, therefore, will be six hours of instruction per class and fifty-four hours in all.
The courses offered and required are:

Old Testament
New Testament
Theology
Presbyterian Church (USA) History and Polity
Pastoral Care and Ethics
Worship and the Sacraments
Sermon Preparation
Preaching Practicum (I and II) - two courses
Training in Church Growth and Evangelism
 (Committee will design all the components on such for instruction)

B. Written work, including at least one written report, will be required from each course.

C. A reading and study program will be designed by each class instructor. Each CLP candidate will be assigned a Mentor who will meet with the candidate one time per month to assess the progress of the program and reflect upon the study material. (After the commissioning of the candidate, the Mentor will also consult with the Commissioned Lay Preacher for ongoing training and direction.)

D. Final exams will be scheduled separately from class instruction time. Exams will be designed by the class instructors with approval and consultation with the Preparation for Ministry/Examinations Committee.

SUGGESTED SCHEDULE:
EDUCTIONAL TERM I: Meets Saturdays, March 2, April 13, May 4, June 1, 1996
Exams - June 15, 1996

9:00-10:30 AM	Old Testament
10:30-11:00 AM	Break
11:00-12:30 PM	Theology
12:30-1:30 PM	Lunch
1:30-3:00 PM	Sermon Preparation

EDUCATIONAL TERM II: Meets Saturdays, July 6, August 3, September 7, 1996
Exams - September 21, 1996

9:00-10:30 AM	New Testament
10:30-11:00 AM	Break
11:00-12:30 PM	Presbyterian Church (USA) History and Polity
12:30-1:30 PM	Lunch
1:30-3:00 PM	Preaching Practicum I

EDUCATIONAL TERM III: Meets Saturdays, October 5, November 2, December 7, 1996
Exams - December 21, 1996

9:00-10:30 AM	Pastoral Care and Ethics
10:30-11:00 AM	Break
11:00-12:30 PM	Worship and the Sacraments
12:30-1:30 PM	Lunch
1:30-3:00 PM	Preaching Practicum II

Commissioned Lay Preachers will be approved by the Committee on Preparation for Ministry/Examinations and the Committee on Ministry to be commissioned at the February meeting of Salem Presbytery.

APPROVAL AND COMMISSIONING

For consideration to be approved and commissioned, the candidate must successfully complete all of the following steps:

A. **Approval by all class instructors.** The CLP candidate must receive a passing evaluation for class participation and written work for every class by the instructors.

B. **Approved by Preparation on Ministry/Examinations Committee.**

1. **Exams.** The applicant must receive a passing evaluation for each examination.
2. **Statement of Faith and sermon.** The applicant shall present a written Statement of Faith and a written sermon to the Preparation on Ministry/Examinations Committee, and shall give oral interpretation of the Statement of Faith and/or sermon in response to questions of the Committee.

C. **Committee On Ministry.** Upon satisfactory completion of all the above requirements, the CLP candidate shall meet with the Committee On Ministry for recommendation to Presbytery for commissioning.

D. **Salem Presbytery.** All candidates recommended by the Committee On Ministry as Commissioned Lay Preachers will be voted upon for approval and commissioned at a regular stated meeting of Salem Presbytery.

COMMISSIONING STATUS

A. **Pulpit supply.** Upon their commissioning by Presbytery, all Commissioned Lay Preachers will be placed on the pulpit supply list. A church seeking occasional supply of the pulpit for a single Sunday may employ a CLP to preach without mediating approval of the Committee On Ministry or other Presbytery body.

B. **Designated CLP.** A CLP may contract with a church for a designated relationship of preaching and possibly other duties. A designated relationship may be for up to twelve months and may be renewed by the request of the session, review by the COM, and with the consent of the CLP. After three years, this relationship may continue if the CLP is recommissioned by the Presbytery.

The Designated CLP may administer the Lord's Supper if invited by the Session of a church and authorized by the Presbytery. This authorization to administer the Sacrament will be only for a specifically designated church. No CLP may administer the Sacrament of Baptism or perform the Christian Service of Marriage.

Churches seeking a designated relationship with a CLP will have the Session authorize a "Request for CLP Services" form available from the Presbytery office. The completed form will be sent to the COM which will suggest Commissioned Lay Preachers geographically near the church. A CLP and the Session will discuss the tenure of service, duties, leave time, and compensation. (It is expected that vacation and study leave are granted on the same basis as for pastors.) The relationship shall be approved by the COM with the concurrence of the Session and the CLP.

C. **Tenure.** A CLP is commissioned for three years, and must apply for recommissioning if he/she desires to continue as a CLP.

CONTINUING SUPPORT AND OVERSIGHT

A. **Individual study and Presbytery participation.** The Commissioned Lay Preacher is to continue in faithful study and devotional use of the Bible, and is to regularly attend Presbytery meetings as a corresponding member without vote.

B. **Study Opportunities.** The Commissioned Lay Preacher shall continue to engage in study opportunities and is entitled to apply for continuing education funds from the Presbytery.

C. **Review by the Committee On Ministry.** Commissioned Lay Preachers shall appear before the Committee On Ministry of the Presbytery annually to review the continuing education of the lay preacher, to review the commission in general, and to make recommendations concerning the renewal of the commission to the Presbytery.

D. **Role of the Supervisor.** The Moderator of the Session at the church where the Commissioned Lay Preacher is serving shall be the **"Supervisor"** for the CLP, having oversight for the ministry of that lay preacher.

E. **Role of the Mentor.** The **"Mentor"** for the CLP during training remains as a mentor throughout the year to consult with and provide guidance to the CLP.

SALEM PRESBYTERY

COMMITTEE ON MINISTRY

ANNOUNCES

COMMISSIONED LAY PREACHER TRAINING PROGRAM

APPLICATION PERIOD: November 5, 1995 - January 5, 1996

INTERVIEW PERIOD: January 15, 1996 - February 15, 1996

ORIENTATION/CLASS ASSIGNMENT: March 2, 1996

The Committee on Ministry invites those elders who are led by God's Spirit to volunteer for training as Commissioned Lay Preachers. Commissioned Lay Preachers will lead worship and preach in churches without pastors, or will be available to preach for pastors while they are absent from their congregation.

Interested persons can secure application Forms from the Presbytery Office or the Moderator of their Session.

Approved persons will follow a one-year training program in conformity with requirements of the Book of Order (G-14.0516). Upon completion of the training and examination by the Committee on Ministry, applicants will be recommended for a three-year commission to labor within the bounds of Salem Presbytery.

The Commissioned Lay Preacher program has been authorized by Salem Presbytery as a means of fulfilling its commitment to see that all churches within its bounds have the best possible leadership.

APPLICATION
COMMISSIONED LAY PREACHER TRAINING PROGRAM
SALEM PRESBYTERY

Name: ____

Mailing Address: ______________________________________

____

Telephone: Home: ____________________ Work: ________________

Present home church: ___________________________________

Year joined: _______ Year ordained: ________

Describe your activities in the life and mission of the Church.

Education and training: ________________________________

____

____

____

Work experience: ______________________________________

____

____

____

I hearby apply for admission to the Commissioned Lay Preacher Training Program of Salem Presbytery. I understand that satisfactory completion of the program is a requirement of commissioning. I also understand that the completion of the training is not a guarantee that such a commission will be granted.

Signed: ______________________________ Date: ______________

STATEMENT OF INTEREST:

Please answer the following the following question in one page or less: ***Why do you want to be a Commissioned Lay Preacher.***

SESSIONAL ENDORSEMENT

The Session of ____ endorses this applicant for the Commissioned Lay Preacher Training Program of Salem Presbytery.

________________________________ Moderator of Session _______________ date

________________________________ Clerk of Session _______________ date

APPLICATION PROCEDURE

1. Present your statement of interest and application to your Session.
2. Meet with the Session to secure their endorsement for the Commissioned Lay Preacher program.
3. Forward your application, statement of interest and Session endorsement to:

Commissioned Lay Preacher Program
Salem Presbytery
P O Box 1763
Clemmons, NC 27012

COMMISSIONED LAY PREACHERS PROGRAM
Salem Presbytery

Qualifications and Requirements

GENERAL: The Book of Order authorizes the Commissioned Lay Preacher program in Section G-6.0304. The purpose of this document is to describe more specifically how that program will be implemented in Salem Presbytery.

QUALIFICATIONS:

A. Application to become a Commissioned Lay Preacher (CLP) may be made by any Presbyterian Elder who is active in the life and work of any church in Salem Presbytery.

B. Applicants should demonstrate a high commitment to the church, positive leadership in the ministry of their respective congregations, and be recognized as having qualities of leadership and servanthood within their particular bodies of faith and by their Sessions.

REQUIREMENTS:

A. Applicants will be recommended by their Session to the Preparation On Ministry Committee/Examinations Committee.

B. Applicants will meet with the Preparation On Ministry Committee/Examinations Committee. The committees shall satisfy themselves concerning the personal faith of the applicant, knowledge of the Bible, Reformed theology and sacraments, Presbyterian Polity, ability to teach and preach, and the motives which have influenced the applicants to seek a commission.

C. If approved, applicants will spend at least one year in preparation under the supervision of the committees stated above with a minister assigned by the committees to serve as mentor.

D. Applicants will then participate in and complete, to the satisfaction of the committees noted above, a thorough course of instruction described below in "Training."

E. Upon satisfactory completion of these requirements, the Committee On Ministry shall recommend an applicant to the Presbytery for commissioning.

F. If approved by the Presbytery, the commissioning service will be held during a Presbytery meeting.

A VISION FOR CHILDREN AND THE CHURCH

Because
We affirm that
all children are a gift of God,
created by God and created good;
all children are a gift
to the whole of human community;
all children have a real faith
and gifts for ministry;
all children have the right to be children;
and all children are not just tomorrow,
they are today.

We believe that
all children depend upon adults for safety and
security in a world that does not always
value children;
all children are affected first and most deeply
by those things that work against health
and wholeness;
where there is disease,
children sicken and die;
where there is homelessness,
children sleep on the streets and
in other dangerous places;
where there is war, children are frightened
and without a safe place;
where the air and water are polluted,
children feel the effects in their bodies
and in their futures;
where there is shame, children's spirits
are wounded.

Therefore
we hope for a world
where all children can find a safe place;
where all ages, races, genders, creeds, and
abilities are recognized, valued,
and celebrated;
where all adults hear the voices of children
and speak with as well as for them;
where all children have "first call" on the
world's resources and first place in the
minds and hearts of the world's adults.

Because
Jesus welcomed children and encouraged us to
welcome them in his name;
Jesus lifted up a child as an example of what the
realm of God is like.

Therefore
we hope for a church
where we take seriously our baptismal vow to
nurture all children committed to our care;
where we bring good news to all those places
where children are in need;
where adults and children alike share in
ministry.

We covenant to act so that this vision may be made
real for all children, now and in times to come.

(A statement from the report of the Education and Congregational Nurture
Ministry Unit adopted by the 205th General Assembly)

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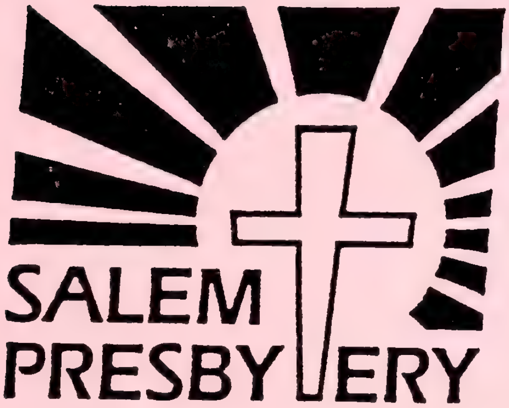


TWENTY-NINTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
SALISBURY, NORTH CAROLINA
February 10, 1996

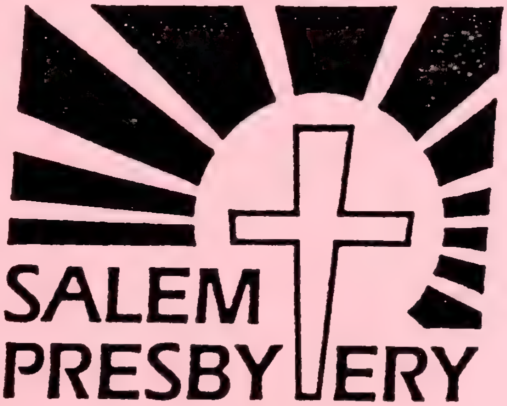
THIRTIETH STATED MEETING
SEDGEFIELD PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 23, 1996

THIRTY-FIRST STATED MEETING
LEXINGTON HIGH SCHOOL
LEXINGTON, NORTH CAROLINA
July 20, 1996

THIRTY-SECOND STATED MEETING
ELKIN PRESBYTERIAN CHURCH
ELKIN, NORTH CAROLINA
October 22, 1996

VOLUME VIII NUMBER 1

Minutes of


SALEM
PRESBYTERY

TWENTY-NINTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
SALISBURY, NORTH CAROLINA
February 10, 1996

MINUTES OF

SALEM PRESBYTERY

TWENTY-NINTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
SALISBURY, NORTH CAROLINA

February 10, 1996

OFFICERS

Moderator	Margaret Marks
Moderator-in-Nomination	N. N. Fleming, III
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Interim Hunger Action Enabler	James H. Banbury
Assocoate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

TWENTY-NINTH STATED MEETING
MINUTES OF SALEM PRESBYTERY
FIRST PRESBYTERIAN CHURCH
SALISBURY, NORTH CAROLINA
February 10, 1996

The Twenty-Ninth Stated Meeting of Salem Presbytery, held on Saturday, February 10, 1996, at the First Presbyterian Church in Salisbury, North Carolina. The meeting was called to order by Moderator Margaret Marks at 9:00 a.m. She led the opening prayer and the Presbytery joined in a service of Worship and Communion. The liturgists were the Reverend Robert Lewis and the Reverend James Henderson. Retiring Moderator Margaret Marks preached the sermon entitled, "A Sense of What Is Vital". The organist was Flora Abernathy. The worship service included a Necrology of Elders of churches in Salem Presbytery who died in 1995 (Appendix A, pp. 21-23).

ENROLLMENT

Commissioners		Administrative	
Elders	122	Non-Commissioners	7
Ministers	93		
		Visitors	98
Corresponding Members Ministers	0		
		Total	321
Church Educators	1		

The following Ministers were enrolled:

A-F

J. Lawrence Ayers, James H. Banbury, Jonathan C. Barker, Linda L. Blessing, Ronald L. Bowie, Ernest M. Bradford, Warren C. Brannon, Malcolm M. Bullock, Frederick A. H. Coates, Frank C. Collier, Virginia Ann Cowfer, William J. Cowfer, Dale W. Davidson, Max E. Deal, M. Susan Dobyns, Christopher F. East, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Jeffrey J. Falter, Norris L. Fellows, Dusty K. Fiedler, Carol C. Fisher, Charles G. Fitzpatrick, Elijah B. Freeman, Robert O. Freeman.

G-M

Murv L. Gardiner, Robert J. Goforth, J. Randy Hall, Hewon Han, John M. Handley, Holly D. Hayes, William C. Hayes, James Henderson, Robert M. Howard, Joanne R. Hull, Guy W. Hunt, Jr., George Hunter, Robert S. Jeffords, Sr., William Jones, Alyce M. Kelly, J. David Kivett, William R. Knox, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, David T. Lee-Andrews, Robert M. Lewis, S. Edwin Lewis, Stephen P. McCutchan, Sam E. McGregor, Jr., John L. Milholland, E. Thomas Miller, James A. Mitcham, H. Reid Montgomery, Molly D. Morgan, Stephen A. Moss, Lisa M. Mullen.

N-Z

Lisa T. Nelson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, Phillip J. Pogue, Michael J. Poulos, Catherine J. Reed, Marie P. Reed, William C. Rhodes, Jr., Leland A. Richardson, Raymond W. Riddleberger, James M. Rissmiller, Dennis J. Sebesan, Jeffrey D. Smith, Stevan A. Snipes, Billy F. Sosebee, Joe L. Spears, William F. Stephens, III, Samuel Stevenson, Patricia F. Stewart, Al F. Thomas, Jr., John G.

Truitt, Jr., W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Kellie E. Weekley-Mills, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Daniel C. Wilkers, Stephen H. Wilkins, Frank C. Wilkinson, James K. Wilson, Jr., William T. Wing, III, Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

Wyatt Aiken, Jr., James H. Allen, Jesse W. Bledsoe, L. Adlai Boyd, John C. Brearley, Janet B. Briscoe, Nathan L. Byrd, Kathryn J. Cameron, Carole F. Chase, M. Gray Clark, Robert E. Cleveland, Frank M. Dew, Robert A. Fiedler, James T. Frazier, Larry W. Freeman, Robert M. Gant, Jr., Philip R. Gehman, Sherron K. George, David C. Heil, Robert W. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Fredrick R. Horner, Walter W. King, Phyllis M. H. Kort, Robert E. Lee, David E. Leininger, Ruth Ann B. Lenger, B. Paul Lindsey, Joel M. Long, Steve A. Martin, Robert M. Matthews, James M. Mauldin, Mary C. McNeal, James F. Miller, J. Herbert Nelson, Steve Macon Pharr, Joseph L. Pickard, A. B. Plexico, Paul N. Ridolfi, Jeannette G. Rodenbough, Donald G. Scofield, Jr., Grant M. Sharp, A. Carter Shelley, R. Page Shelton, Jerold D. Shetler, Paul R. Snell, Larry E. Summey, David H. Sutton, J. Gordon Williams, Paul D. Woodall, Jr., R. Scott Woodmansee, Christopher E. Zorn.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., Dwight Lee Barker, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, George C. Carpenter, William H. Chappell, L. B. Colquitt, Jr., Herbert H. Culler, Ares Davidian, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Joseph M. Garrison, Lucius A. Gray, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, John S. Johnson, Henry J. Keating, Morton Kurtz, Julian Lake, William F. Long, Wilkes D. Macaulay, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, William S. Metzel, Donald Mimbs, K. Moser Misenheimer, Allen E. Morrison, William H. Morrison, Joseph B. Mullin, Robert E. Osman, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, John A. Redhead, Jr., Gerald N. Reiff, Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Jamie D. Stimson, Ernest L. Stoffel, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert W. Wells, John C. Whitley, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Phillip A. Beck, Robert A. Bryant, Robert E. Button, David M. Cameron, Charles R. Carter, O. Leighton Culler, Kermit W. Dancy, William Riche DeLong, James A. Dickens, Barbara E. Dua, Lou McAlister East, Carter B. Gillespie, Soctt C. Girard, Margret L. Henderson, Ann B. Jahnes, Kurt W. Johnston, Z. Bradford Long, William J. MacDonald, J. Roger Marrow, Judson J. Milam, George H. Murray, IV, Gail Porter Nelson, Richard R. Osmer, Franklin L. Partridge, III, Russell H. Ritchel, Jr., Jerry M. Smith, Laura M. Spangler, Mark T. Stewart, John B. Talmage, Glenn C. Thomason, Erich W. Thompson, Dan M. Thornton, Rockwell P. Ward, Benjamin F. Williams, Charles Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Gene Carroll, J. Lee Jobe, Harvey Walker, Allen Temple Virginia A. Mott, Asheboro First Watson Murphy, Bethel Beth Andrews, Lisa Gerringer, Bethesda (Statesville) Kay Hart, Beulah Debbie Coles, Otis Scott, Bixby Lib Cornatzer, Boone First Frankl Hamilton, Buffalo Patsy Straughan, Calvary Margaret S. Marks, Fred Tatum, Cameron Themla Garner Mills, Centre David Alexander, Church of the Covenant John E. Barney, Church of the Cross Don R. Moore, Clemmons Shirley Gunn, Community in Christ Marsha Hooks, Concord John Ervin, Cooleemee Grier C. Waller, Cross Roads Ray Clark, John H. Coble, Dellabrook Annie Campbell, Fred Terry, Dogwood Acres Harlan Sexton, Elkin Woody Faulk, Fairmont Frances Hedrick, Colleen Story, Faith Mike Ketchum, Fieldstone Margaret Freeman, Flat Rock Rosa Marshall, Forest Park Steve Wilson, Francisco Octavia Edwards, Franklin Kevin L. McNeely, Freedom Wilma Norman, Dorena Stevenson.

G-M

Grace William Shouse, Graham Bill Cooke, Greensboro First Betty K. Phipps, Richard Wharton, Greenwood Harvey Carroll, Griers M. Margaret Butler, Guilford Park David Barnes, Frank Hall, Hawfields Joanne McAdams, Ralph Webster, High Point First Bill Hylton, Laird Minear, David White, Highland Whaley Batson, Harriett Morton, Hills Billy R. Joyce, Immanuel Sue E. Lambert, Jamestown David Atwood, Cathy Durbin, John Hamil, John Calvin Robert W. Wilson, Laurel Fork Don Tucker, Lexington First John Harman, Marjorie McCutchen Clark, Lexington Second Gail McBride, Sharon Mehaffey, Lloyd Estella McFadden, Vera Williams, Madison Monte McIntosh, Mebane Brooks Gardner, Ernest Richmond, Mocksville First Paul Beaver, Mooresville First William B. Harris, Miriam McNeely, Mount Airy First James G. Burke, Mount Tabor Roy L. Carruth, Howard C. Taggert, Mount Vernon Marjorie Goodwine, Rachel Hunter, Mt. Vernon Springs W. J. Porter.

N-Z

New Creation Community Barbara Clawson, Oak Ridge David Lane, Old Town Linda Saleeby, Parkway Marti Lohmeyer, Carolyn Parks, Pine Hall Chis Rodenbough, Pine Ridge Rex Gordon, Pittsboro Robert Gillespie, Pleasant Grove Madalu Wright, Prospect Vance Moore, Reid Memorial Edward Graham, Aurelia Young, Salisbury First Evelyn Ribelin, Dean Wilson, Salisbury Second Denham Holshouser, Sedgefield Van Cochran, Shady Side Charles England, Robert Gilchrist, Sr., Shallowford Eugene V. Graham, Inez Ruchte, Siler City Edna E. Becker, Speedwell Ralph Alexander, St. James Louise F. Cummings, Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) Margaret S. Shanks, St. Paul (High Point) Calvin H. Scaife, Ruby S. Sellers, Starmount Martha Farthing, Statesville First Paul L. Gilbert, Stony Creek Nancy Dunham, Third Creek Joyce Brown, Thyatira at Mill Bridge Frank Fuller, Trinity (Salisbury) Ezra Gilliam, David Boger, Trinity (W-S) Margaret Elliott, Unity Karen C. Fleming, Wentworth W. D. Sherron, Whispering Pines Jim G. Taylor, Winston-Salem First Edward P. Carter, Emmett McCall, Richard G. Orr, Yanceyville Laura C. Pearson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Cleveland, Eden First, Fifth Creek, Gulf, Old Providence, Piedmont, Shiloh (Statesville), Sparta, Tabor, Westminster (Greensboro)

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Asbury, Baird's Creek, Bethany (Graham), Bethany (Statesville), Bethesda (Ruffin), Boonville First, Burlington First, Clio, Collinstown, Covenant, Crestwood, Danbury Community, Ebenezer, Edward Webb Memorial, El Bethel, Elmwood, Fellowship, Forest Hills, Glendale Springs, Glenwood, Hope View, Joyce, Kernersville First, Korean First, Lansing, Little Joe's, Logan, Love Valley, Memorial, Milton, Mocksville Second, Mount Jefferson, New Salem, North Wilkesboro, Oakland, Oakview, Peak Creek, Pilot Mountain First, Randolph, Red House, Reidsville First, Riverview, Rumple Memorial, Saint Andrews, Sandy Ridge, Shiloh (Burlington), Smyrna, Southminster, Spencer, Springwood, Stoneville, Taylorsville, Thomasville First, Trinity (Elon College), Vandalia, Westminster (Burlington), Yadkin United, Yadkinville.

The following Church Educators were enrolled:

Becky Lee-Andrews.

The following Administrative Staff were present:

Judy Brock, Willie D. Garvin, Brenda Nance, Phyllis L. Plyler, Esther K. Preston, Paul Ransford, Sara Williams.

The following Visitors were registered:

James Bailey, L. Barber, Annie M. Bates, Joe Bennett, Nellie Bescher, Frank J. Brake, Lois S. Brake, Ada S. Brown, Robert Brown, Arlie Bynum, Charles Cameron, Marian Cameron, Leon Carruth, Phyllis Chambers, Thomas C. Coaxum, Yvonne Cockerham, Greta Connor, Ashley Craig, Roman Culbertson, Walter Culbertson, Neely Curtis, Bertha Davidson, Minnie Dobbins, Becky Falter, Frances Fitzpatrick, Delaine Fleming, Pauline Fulton, Robert Gaither, Marion D. Gilliam, Bob N. Graham, Jean Graham, Ruth Haire, Donna Han, Ben Hastings, Bernice Heaggans, Oneva Heaggans, Samuel J. Hillian, Jr., Bettye L. Holt, Jill Hosch, Doris Howze, Betsy Hyman, Megan Jamison, Inis D. Johnson, Betty Jones, Grace Jones, Marie Karriker, Cynthia Keever, Cynthia Kirkman, Marsha Knox, Karen Lackey, Sue E. Lambert, Andrew Lee, Christie Leininger, Betty Lowrance, Dianne Luce, Ayvs Massey, Cora Massey, Idella McClelland, Lib McPherson, Jane Miller, Mary Mitcham, Melzer A. Morgan, Brian Mulder, Anne Neely, Terrie A. Nesbitt, Margaret Parker, Jason Parnell, Buford Pearson, Byron C. Penn, Sonya D. Penn, Tom Pickett, Frances Porter, Les Preston, Constance Purcell, Emery L. Rann, III, Julia Ruth Richmond, Bertha Roundtree, Virgia Rush, Elizabeth Scott, Victor C. Scott, Rick Silvestri, Robert Skaff, Thelma Rankin Smith, Pat Stephens, Isaac Stockton, Opal M. Stockton, Vivian H. Stogsdill, Annie Taggert, Johnnie Toomer, Helen P. Waller, Fred N. Ward, Muriel Ward, Elizabeth M. West, Bill White, Celeste Wilkinson, Trevor Williams, Andrew Wilson, Betty J. Wilson.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Esther Preston, Secretary of Council.

ACTION:

1. The Docket for the Twenty-Ninth Stated Meeting of Salem Presbytery was adopted. (Appendix B, pp. 24-25.)

OMNIBUS MOTION

Esther Preston, Council Secretary, presented the Omnibus Motion. Item #4 was removed from the Omnibus Motion and the remainder were approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by the Reverend Robert Lewis, pastor of the host church. Information regarding the facilities and arrangements for the meeting were presented. The Moderator welcomed Elders attending Presbytery for the first time.

BILLS AND OVERTURES COMMITTEE

A Bills and Overtures Committee was appointed by the Moderator consisting of the Reverend Ron Bowie, Chair, Elder Fred Tatum, Elder Debbie Coles, Elder John Hamil, Elder Shirley Gunn, the Reverend Dale Davidson, and the Reverend John Milholland. Time and place of committee meeting were announced.

ECUMENICAL VISITOR

The Reverend Johnson K. Asibou, Pastor of Soldiers' Memorial A.M.E. Zion Church in Salisbury, was introduced. He spoke briefly to the Presbytery on "The State of the Church".

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix C, p. 26.) Overtures from Sessions of Centre and Mooresville First Churches were referred to the Bills and Overtures Committee.

UNDERSTANDING/OVERCOMING RACISM

After introduction by the Moderator, members of the Interracial Dialogue of Winston-Salem presented a skit, dramatizing some of the subtle issues of racism--in particular the tendency to see persons not as individuals, but as stereotypical members of groups.

Members, commissioners, and visitors were then divided into 23 small groups for discussion and dialogue on racism, in particular as it is manifested in Salem Presbytery.

LUNCH

Presbytery was adjourned with prayer at 12:30 p.m. for lunch.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:15 p.m., and the Reverend Jim Banbury led the Prayers of Thanksgiving and Intercession and the dedication of the 2¢-A-Meal/Pennies Offering.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend Malcolm M. Bullock led by Michael Warren. Leland A. Richardson spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Bullock a framed Certificate of Retirement on behalf of Salem Presbytery.

PRESBYTERY COUNCIL

Murray White, Jr., Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED BY COUNCIL:

1. Council approved the Joint Outdoor Ministries Committee for Camp Grier being allowed to use any monies received over the approved $9,000 from each Presbytery toward any cost increase in construction and any funds exceeding that amount being placed in the Capital Maintenance Fund with the cutoff date for pledges being the end of the first quarter in 1996.

2. Council approved giving a list of churches to the Society of St. Andrew, a reputable hunger organization who needed help in distributing donated sweet potatoes.

3. Council approved a Christmas bonus of $100 each for the Presbytery Staff.

4. Council elected Pat Blythe (Winston-Salem First) to replace Lois Price (Winston-Salem First) on the Bicentennial Fund Accountability Committee.

5. Council approved a "Committee Event Request Form" which all committees are being asked to submit to Council when making a request to schedule any event.

6. Council approved a request from Women's Ministry Committee to hold an All Presbytery Event on May 4 with Dr. Isabel Rogers, Professor of Applied Christianity, Presbyterian School of Christian Education, as the featured speaker.

7. Council appointed the following persons to a Constitutional Amendments Study Group: Elder Dianne Luce (Parkway), Elder Willie Garvin (Clemmons), the Reverend Jim Mitcham (Shady Side), Elder Esther Preston (Highland), and the Reverend John Handley (Salem Executive Presbyter).

8. A Bills and Overtures Committee was approved to study an overture to be presented to Presbytery.

9. Council approved the 1996 Church Development Budget being adjusted to add $5,000 to the Committee expense line and reducing the Church Redevelopment Budget by $5,000.

INFORMATION FROM COUNCIL:

1. The following Presbytery Staff members have elected to participate in the Staff 125 Plan: John Handley ($900/year), Michael Warren ($1,000/year), Willie Garvin ($780/year), Sara Williams ($195/year), and Esther Preston ($195/year).

2. A Committee has been formed to study the concerns being raised about a recent issue of "The Layman" involving Union Seminary.

3. Council received a report from Synod's Council indicating that Salem Presbytery's initiative in requesting that the "Committee of Five" formed to investigate anonymous allegations of irregularities in various administrative procedures by Synod's staff be "dismissed with thanks," and that the response prepared by their Budget Committee (Elder Fred Ward of Parkway Church Moderator) approved by the Synod Council at their May 5-6, 1995, meeting be their final word on those concerns. That response indicated need for some revisions/clarifications of Synod Policies which were approved.

4. Council expressed appreciation and congratulations to the various parties involved (with special attention to Thyatira Church) on the completion and dedication of the Mission Resource Center on the church's property. It will serve as a storage and distribution warehouse for a variety of mission projects. The Resource Center will be run by an interchurch council which includes a member of Salem's Worldwide Ministries Committee. Our Presbytery contributed $10,000 toward the Center's completion.

5. A retired minister from Salem Presbytery will be asked to serve on the National Association of Retired Clergy, Their Spouses, and Survivors which was established by the 205th General Assembly.

6. Council will establish a special committee to deal with the "revenue neutral transfer" process. This committee will review all requests from agencies and institutions previously funded by Synod, but will not receive Synod support in the future. All committees will submit a single report to the Council Budget Hearings.

7. "A Report From Presbytery Concerning Congregational Participation in Study and Dialogue of Human Sexual Behavior and Orientation" is being sent to the General Assembly from the Council in response to a request from the 203rd General Assembly. Twenty-one churches have responded to the study, "In Search of Common Ground" which was prepared by the Social Justice Committee: Church of the Covenant, Church of the Cross, Clemmons, Concord, Franklin, Glenwood, Lloyd, Logan, New Creation, Oak Ridge, Old Town, Parkway, Pittsboro, Salisbury Second, Speedwell, Starmount, Tabor, Third Creek, Thomasville First, Thyatira, and Vandalia.

COUNCIL CONCURRED WITH THE FOLLOWING COMMITTEES:

1. Council concurred with the Evangelism Committee's request for approval of their plan to recruit an ad hoc committee made up of persons from small, medium, and large churches to develop strategies for implementing Presbytery's evangelism priority.

2. Council concurred with the recommendation of the Budget and Finance Committee to purchase a vehicle for the Associate Presbyter for Care and Development of Leadership at a cost not exceeding $15,000.

3. Council concurred with the Church Development Committee report to the February 10, 1996, meeting of Salem Presbytery.

ACTION:

2. Presbytery took action to set aside $10,000 from 1995 year-end funds to defray the Camp New Hope/Presbyterian Point 1995 deficit. The Budget and Finance Committee will work with the Outdoor Ministries Committee, New Hope Presbytery, and the camps involved until the problem is resolved.

ACTION:

3. Salem Presbytery transferred the title of property located at 2614 Oak Ridge Road, Oak Ridge, North Carolina, to the Oak Ridge Presbyterian Church Corporation.

NOMINATING COMMITTEE

Sam McGregor, Moderator

ACTION:

4. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

Council
Class of '96
Robert Rush (St. Paul, High Point) replaces C. Goodman

Educational Ministry Committee
Class of '97
Jonnette Powell (Spencer) replaces M. Maynard

Goals and Evaluation Committee
Class of '96
Paul Gilbert (Statesville First) replaces E. Bringle

Preparation for Ministry Committee
Class of '96
Rev. Jann Briscoe replaces Rev. J. Stimson

Women's Ministry Committee
Class of '96
Gin Reid Mitchem (Sedgefield) replaces C. Goodman

ACTION:

5. Salem Presbytery elected the Reverend Patricia Stewart (First Christian Church) Moderator-elect of Salem Presbytery.

ACTION:

6. Robert Kollar (Guilford Park) was elected as an Elder Commissioner to the 1996 General Assembly to replace June Woodall who attended the 1995 General Assembly, and the following 1995 Alternate Commissioners were elected Principal Commissioners for 1996:

Ministers

Rev. Linda Blessing (Pine Ridge and Hills)
Rev. James Dickens (Logan)
Rev. John Milholland (Fifth Creek and Old Providence)
Rev. David Partington (Shallowford)

Elders

Ms. Bettie Jane Mauney (Lexington Second)
Ms. Annie P. McCrae (Dellabrook)
Mr. James Price (Winston-Salem First)

Salem Presbytery, meeting on October 24, 1995 (Glendale Springs), adopted a revised policy for nominating General Assembly Commissioners. Some of the refinements included the following criteria for selection:

- Primary consideration based on active participation and leadership in the ministry and mission of Presbytery, Synod, and General Assembly.

- Ministers and Elders must demonstrate their seriousness about being nominated by completing a brief Data Form provided by the Nominating Committee.

- Elders must be endorsed for nomination by their Session.

- At least one Elder will be nominated from each of the following church membership sizes: Up to 150 members, 151 to 500 members, and over 500 members.

On November 21, 1995, the Nominating Committee sent a letter to all Salem's active ministers and clerks of session describing this process and asking that the Data Forms for both Ministers and Elders be returned by December 20. The Nominating Committee met on January 6, 1996, to consider those to be nominated. They had Data Forms from only 15 ministers and 11 elders. Of the ministers there was one woman and no racial ethnics who submitted the required information. Of the elders there were two women and three racial ethnics.

The Nominating Committee believes the nominations which follow are a strong slate and will serve God wisely in this important duty. We remind you (and will again for next year) that forwarding the Data Form with the requested information is a prerequisite to consideration!

ACTION:

7. The recommendation regarding the election of the following 1996 General Assembly Minister Commissioner Alternates was recommitted to the Nominating Committee for further attention to gender and racial-ethnic representation:

   Rev. David M. Cameron (Presbyterian Counseling Center)
   Rev. William C. Hayes (Smyrna and Wentworth)
   Rev. J. David Kivett (Reidsville First)
   Rev. John A. Wilkerson, Jr. (Alamance)

ACTION:

8. The following persons were elected as 1996 Elder Commissioner Alternates:

   Ms. Margaret Elliott (Trinity, Winston-Salem)
   Mr. Bill Hylton (High Point First)
   Mr. Marshall Taylor (Mebane)
   Mr. Thomas Vinson (Yadkin United)

Due to the change in General Assembly's plan for Youth Advisory Delegates, Salem is not eligible to send a YAD in 1997.

STEWARDSHIP AWARDS

Cynthia Kirkman presented the following awards on behalf of the Presbytery Stewardship Education Committe:

Increase in per-member giving	Guilford Park
Largest per-member giving	Lexington First
Stewardship Excellence for small church	New Creation Community
Percentage increase, small church	Sandy Ridge

EVANGELISM AWARDS

Ron Bowie, Moderator, presented the Commitment to Evangelism award to Salisbury Second Church.

WORLDWIDE MINISTRIES AWARDS

Worldwide Ministries Committee Moderator Christie Leininger reported evidences of success of Presbytery's Worldwide Ministries Conference held January 20 at Prospect Church. Individual Award for Worldwide Ministry was presented, in absentia, to Charles Newsome of Thyatira Church of Salisbury. Congregation Award for Worldwide Ministry was presented to New Creation Community Church of Greensboro.

YOUTH MINISTRY COMMITTEE

David Bates, Moderator

Attention was called to the Salem Presbytery Senior High Retreat planned for March 22-24 and to publicity material for this event.

EXAMINATIONS COMMITTEE

J. David Kivett, Moderator

Presbytery proceeded with the examination of Jae Heung Chung and Victor C. Scott. They have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF JAE HEUNG CHUNG

ACTION:

9. Salem Presbytery approved the committee and floor examination of Jae Heung Chung in accordance with Book of Order G-11.0402.

   a. The Reverend Jae Heung Chung was received from the Presbytery of Los Ranchos so that he may accept the call of the Korean First Church in Greensboro, North Carolina, as Pastor, effective November 1, 1995. The Administrative Commission to Install Mr. Chung was empowered to receive him into the Presbytery, on behalf of the Presbytery.

   b. His credo which follows was approved:

      I believe, God exists in the Trinity of the Father, the Son, and the Holy Spirit.

I believe, God, the Creator of the universe and the source of life; Jesus Christ, the Son of God, the incarnated God, and the Savior of human beings; and the Holy Spirit, the presence of God in the Word and in the believer.

I believe, the church as an universal company of Christ's followers; and the forgiveness of sin which is made possible by the crucifixion of Jesus Christ; and the eternal life which is shown by the resurrection of Jesus. As the body of Christ, the church is the instrument through which God continues to proclaim the gospel of Christ.

I believe, the Bible as the inspired record of God's revelation, authoritative source for faith and practice for all people.

I believe, the Presbyterian denomination is a form of Christianity democratically organized to embrace the faith common to all Christians.

I believe, with the presence of Holy Spirit, the Sacrament of Baptism symbolizes thedeath, burial and resurrection of Christ. It is an invitation into the church community, as ordered by Christ, and is a statement of faith made in the presence of others.

I believe, with the presence of Holy Spirit, the Sacrament of Communion is a time to renew faith and strengthen participants for the duties and privileges of Christian service. The Bread and the Wine represent the sacrificial body and the blood of Christ and recall the last meal He shared with His disciples. Together they symbolize the new covenant between God and all human beings. Amen.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Chung and Korean First Presbyterian Church in Greensboro, North Carolina, effective November 1, 1995; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$21,600.00
Housing Allowance	9,000.00
Utilities Reimbursement	3,000.00
Automobile Reimbursement	5,000.00
Continuing Education	Provided
Board of Pensions	9,180.00
Moving Costs	Provided
Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Administrative Commission was approved to install the Reverend Jae Heung Chung as Pastor of Korean First Presbyterian Church on February 18, 1996, at 4:00 p.m. at Korean First Presbyterian Church, Greensboro, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Hewon Han	Preside & Propound the Constitutional Questions	Minister
Yong C. Chung (Guest)	Preach the Sermon	Minister
Michael Warren	Charge the Minister	Minister

John Handley	Charge the Congregation	Minister
Eui H. Park	Invocation	Elder
Barbara Clawson	Lead in Worship	Elder
Allen Cannon	Lead in Worship	Elder
Ann Jahnes	Prayer of Installation	Minister

e. Mr. Chung was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF VICTOR C. SCOTT

ACTION:

10. Presbytery approved the committee and floor examination of Victor C. Scott in accordance with Book of Order G-11.0402.

    a. The Reverend Victor C. Scott was received from Presbytery of the Peaks so that he may accept the call of the Greenwood Presbyterian Church in Reidsville, North Carolina, as Pastor, effective December 1, 1995.

    b. His credo which follows was approved:

I have come to faith in the Trinitarian God and the Incarnate Word through the action of the Holy Spirit in the witness and faithfulness of God's children as I have met them and they have met me in diverse ways and settings. Through these vessels of God's graciousness and fellowship I have come to experience, enjoy, know, and believe that God is the one God, full of mercy and love, justice and righteousness, revealed in the writings of the Old and New Testaments, testified to by the Word made flesh and by the Spirit.

I believe that God has made all that is and intends it for good. God seeks humanity and all of creation for relationship as signified in the biblical witness, the sending of the begotten Son, and the sending of the Holy Spirit. God continues to seek us and call us from our sin and from evil to be God's people, light and salt in this world of our time.

I believe in the Incarnate Word, Jesus who is the Christ, who is Messiah and Savior, accepting sinners, eating and drinking and talking with all people. This is Jesus, as the begotten Son, through His life, death on the cross, resurrection, ascension to heaven, and promise of return, brings forgiveness and new life to all who believe in Him and accept His Lordship.

I believe in the Holy Spirit, the Spirit of God, who is sent to guide, instruct, and comfort God's people that we might believe in Christ and join together in one body, the Church. The Spirit acts in each person that the Church may act as one in living faithfully and carrying out God's purposes in ministry and mission in our time and place. In this way, through a diversity of people, God may be enjoyed and glorified.

I believe in the Church to which God has given the sacraments of Baptism and the Lord's Supper as a sign and seal of God's graciousness, the covenant in Jesus Christ, and the working of the Spirit. God has also given to the Church scripture, which, through the illumination of the Spirit, reveals God's self, salvation history, and God's purposes interacting with all of creation: this scripture is authoritative for the teaching, preaching, and witness of the Church.

Through the love of God, the peace of the Son, and the power of the Holy Spirit. Hallelujah! Amen.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Scott and Greenwood Presbyterian Church in Reidsville, North Carolina, effective December 1, 1995; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$20,000.00
Manse Allowance	3,000.00
Automobile Reimbursement	2,900.00
Continuing Education	750.00
Board of Pensions	Provided
Moving Costs	Provided
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to install the Reverend Victor Carlyle Scott as Pastor of Greenwood Presbyterian Church on February 11, 1996 at 5:00 p.m. at Greenwood Presbyterian Church, Reidsville, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
William C. Hayes	Preside & Propound the Constitutional Questions	Minister
J. David Kivett	Preach the Sermon	Minister
Molly D. Morgan	Charge the Minister	Minister
Harvey Carroll	Charge the Congregation	Elder
Ed Tulloh	Lead in Worship	Elder
Julia Richmond	Prayer of Installation	Elder

e. Mr. Scott was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

COMMITTEE ON MINISTRY

Jim Rissmiller & Ann Jahnes, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

1. Concurred with the action of the Session of Shiloh Presbyterian Church, Burlington, North Carolina, in employing the Reverend Kurt Johnston to serve as Interim Pastor for a period of one year beginning January 1, 1996.

2. Concurred with the action of the Session of New Salem Presbyterian Church, Stony Point, North Carolina, in hiring the Reverend H. Reid Montgomery, HR, to serve as Interim Pastor for a period of six months beginning December 1, 1995.

3. Concurred with the action of the Session of Glenwood Presbyterian Church, Greensboro, North Carolina, in hiring the Reverend Robert E. Button to serve as Interim Pastor for a period of one year beginning January 1, 1996.

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

DISSOLUTION OF RELATIONSHIPS

1. Dissolved the Pastor relationship between the Reverend Stephen A. Hundley and the Prospect Presbyterian Church, Mooresville, North Carolina, and dismissed to New Castle Presbytery effective November 1, 1995.

2. Dissolved the Associate Pastoral relationship between the Reverend Robert R. Tolar, Jr. and First Presbyterian Church, Asheboro, North Carolina, and dismissed to Abingdon Presbytery effective November 16, 1995.

3. Dissolved the Pastor relationship between the Reverend Donald G. Scofield, Jr., and the Flat Rock Presbyterian Church, Mt. Airy, North Carolina, and dismissed to Shenandoah Presbytery effective February 11, 1996.

4. Dissolved the Pastor relationship between the Reverend Dennis J. Sebesan and the Jamestown Presbyterian Church, Jamestown, North Carolina effective December 31, 1995.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

MINISTERS MOVING WITHIN THE PRESBYTERY

ACTION 11:

The call of First Presbyterian Church, Lexington, North Carolina to the Reverend Dennis J. Sebesan to serve as Pastor was found in order; the Terms of Call (printed below) were approved; and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date of the call is January 1, 1996.

Salary	$32,140.00
Manse Allowance	23,000.00
Automobile Allowance	4,200.00
Board of Pensions	14,420.00
Moving Costs	4,000.00+
Study Leave Reimbursement	1,200.00
Vacation	Four weeks
Study Leave	Two weeks

The following Administrative Commission was approved to install the Reverend Dennis J. Sebesan as Pastor of the First Presbyterian Church on February 18, 1996, at 11:00 a.m. at First Presbyterian Church, Lexington, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Maggi Henderson	Preside & Propound the Constitutional Questions	Minister
Arnold Lovell (Guest)	Preach the Sermon	Minister
Barbara Bentley	Charge the Minister	Elder
Bill McMurray	Charge the Congregation	Elder
Charles England	Lead in Worship	Elder
Holly Hayes	Prayer of Installation	Minister

ACTION 12:

The call of Asbury Presbyterian Church, Mt. Airy, North Carolina, to the Reverend Guy W. Hunt, Jr. to serve as Pastor was found in order; the Terms of Call (printed below) were approved; and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date of the call is January 1, 1996.

Salary	$20,000.00
Manse Allowance	3,000.00
Automobile Reimbursement	2,900.00
Continuing Education	750.00
Board of Pensions	8,008.00
Vacation	Four weeks
Study Leave	Two weeks

The following Administrative Commission was approved to install the Reverend Guy W. Hunt, Jr. as Pastor of the Asbury Presbyterian Church on February 11, 1996, at 3:00 p.m. at Asbury Presbyterian Church, Mt. Airy, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Jesse Bledsoe	Preside & Propound the Constitutional Questions	Minister
Ron Bowie	Preach the Sermon	Minister
Bob Button	Charge the Minister	Minister
Glenn Shepherd	Charge the Congregation	Elder
Jim Mauldin	Lead in Worship	Minister
Linda Blessing	Lead in Worship	Minister
Debbie Coles	Prayer of Installation	Elder
Marvin Cavanaugh	Scripture Reading	Elder

ACTION 13:

The Presbytery approved and endorsed the "Freedom Ministry". (Appendix D, pp. 27-31.)

D. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY TO BE LISTED IN THE OMNIBUS MOTION

OMNIBUS MOTIONS

ACTIONS:

14. The Reverend Cecil Callis, HR, was renewed as Stated Supply of the Mt. Vernon Springs Presbyterian Church, Siler City, North Carolina, for a period of one year from January 1, 1996 to December 31, 1996.

15. The Reverend Kurt Johnston was appointed Moderator of Session for the Shiloh Presbyterian Church, Burlington, North Carolina.

16. The Reverend Lisa T. Nelson was appointed Moderator of Session for the Prospect Presbyterian Church, Mooresville, North Carolina.

17. The Reverend H. Reid Montgomery, HR, was appointed Moderator of Session for the New Salem Presbyterian Church, Stony Point, North Carolina.

18. The list of ministers and positions provided for Presbytery was approved as the record of Salem Presbytery (Appendix E, pp. 32-37.)

CHURCH DEVELOPMENT COMMITTEE

William Cleveland, Moderator

Marsha Hooks reported for the Committee.

FREEDOM FLAGSHIP MINISTRY--A CHURCH REDEVELOPMENT PROPOSAL

This is a recommendation to assist the funding of a proposed parish cluster called *Freedom Flagship Ministry*. This proposal was developed by the Reverend Joe Spears (Mt. Tabor Presbyterian Church). Representatives from potential participating churches have been meeting for several months to do planning. The proposal was reviewed by the Church Development Committee, Committee on Ministry, and the Small Church Strategy Committee, a sub-committee of COM.

The Freedom Flagship Ministry is a parish cluster of historically African American Churches in Davidson, Iredell, and Rowan Counties who will combine their resources to enable each church to meet their leadership and program needs, envision and implement new directions, and encourage growth and redevelopment. Each member church will retain its autonomy and have equal representation on an Advisory Board, whose responsibility will be planning, budgeting, advocacy, service, and accountability. The Advisory Board will have no authority to make or dictate policy for any member church.

The Ministry will be staffed by up to three pastors and one administrative assistant with offices in one of the member churches. Each pastor will serve two churches in the Ministry. Additionally, each pastor will resource all of the churches in the ministry in one of the following specialties: Evangelism, Christian Education, and Administration. Job descriptions for staff have been written and Church Information Forms are being prepared by participating churches. A search committee can begin work when commitments to funding by participating churches and Salem Presbytery are at a level that will enable them to proceed.

At this time, there are four (4) potential participating churches: CAMERON-Elmwood, MOCKSVILLE SECOND-Mocksville, MOUNT TABOR-Cleveland, and MT. VERNON-Woodleaf. None of these churches applied for salary support in 1996 from the Small Church Committee. Salary support to any other churches opting to participate in the Ministry would be discontinued at the time that funding of the Ministry through the Church Development commences.

Estimated First-Year Budget:

This is based on six (6) participating churches with a total membership of approximately 525. The level of funding that each participating church contributes is based upon its membership.

EXPENSES		INCOME	
Staff salaries/benefits	$149,000	Salary/Benefits	$ 86,000
Program/Equipment	30,000	Program/Equipment	21,500
Petty Cash	2,000	Salem Program	$ 73,500*
Total	$181,000	Total	$181,000

*Funding from Salem Presbytery will be reduced by ten per-cent (10%) annually, for a total of up to $344,390 payable over six years.

- The proposal commits to a ten per-cent (10%) decrease annually in Presbytery support, with the Ministry becoming self-supporting by the end of Presbytery's scheduled funding.

- The annual reduction in Presbytery support would be offset by a projected 10% annual increase in membership among the member churches, enabling them to increase their support of the Ministry. Additionally, other sources of funding will be pursued by the Ministry.

- The Ministry could probably not begin operating until close to mid-year 1996. The funding schedule/first year budget would be prorated for a partial year of operation.

ACTION 19:

Salem Presbytery approved the funding of the Freedom Flagship Ministry in an amount up to $40,000 in 1996.

OTHER REDEVELOPMENT PROJECTS

The Church Develop Committee is presently in conversation with several churches across Presbytery who want to pursue an opportunity to redevelop their ministry program, membership, and/or facilities in 1966. Additionally, planning for one redevelopment project was not completed in 1995 as anticipated and the budgeted funds will not be needed for 1996. In connection with these possible redevelopments and also with the new development in Iredell County, the committee is negotiating with James Earhart to update his demographic study to specific areas of Presbytery.

OAK RIDGE PRESBYTERIAN CHURCH

Good spirits in the church--membership has come together as a community of faith this year. The current membership is about 100 with good attendance. They are getting a lot of middle school youth (grades 6-8) primarily through the efforts of one of their youth. In November, thirteen youth attended the youth rally at Parkway Presbyterian and a ball game. Since the temporary buildings aren't visible from the highway, the church suffers from a lack of community visibility, and many/most of the visitors are the result of special efforts put forth by the members and pastor.

The church has formed a building committee and interviewed six architectural firms this summer. John Fuller of Mocksville was selected as architect. He has held two workshops with the congregation in order to help them begin defining their space needs, and will soon have a master plan with a first phase building plan included. The congregation has approximately $175,000 in a building fund; their goal is to reach at least $250,000 before negotiating for a loan.

The Session has requested that Salem Presbytery transfer the title of property to the church as this will simplify mortgage loan negotiations and also simplify their efforts to remove a utility easement that intersects the property where structures will be built.

ACTION 20:

Salem Presbytery transferred the title of Property located at 2614 Oak Ridge Road, Oak Ridge, North Carolina to the Oak Ridge Presbyterian Church Corporation.

AMENDMENTS TO THE CONSTITUTION

Council appointed a study/recommendation Task Force of the following persons to prepare this report: Elder Dianne Luce, Parkway Church, Moderator; Minister John Handley, Clerk; Elder Willie Garvin, Clemmons Church; Elder Esther Preston, Highland Church; and Minister Jim Mitcham, Shady Side Church. Elder Dianne Luce was granted the privilege of the floor, and presented the proposed amendments and the advice of the Task Force.

ACTION 21:

Salem Presbytery voted on the Proposed Amendments to the Constitution of the Presbyterian Church (U.S.A.) as follows:

Part I:		
	A	For
	B	For
	C	For
	D	For
	E	For
	F	For
	G	For
	H	Against
	I	For
	J	For
	K	For
	L	For
Part II:		For

BILLS AND OVERTURES COMMITTEE

Ron Bowie, Moderator, reported for the Committee. He reviewed the two Overtures brought to Presbytery (by Sessions of Centre and Mooresville First) and listed the options for response that were identified by the Bills and Overtures Committee: (1) to recommend adoption, (2) to recommend rejection, (3) to recommend amendment and adoption, or (4) to recommend that Salem join its name to similar Ovedrtires already before the General Assembly, such as the Overture from St. Andrews Church of Los Ranchos Presbytery.

ACTION 22:

Salem Presbytery voted to postpone action on the recommendation of the Bills and Overtures Committee for one year, to allow Salem Presbytery time for additional discussion.

GOALS AND EVALUATION COMMITTEE

Norman Whitney, Moderator

Norman Whitney and Lib McPherson presented the report for the Committee and introduced Goals and Evaluation Committee Proposal for the restructure of Salem Presbytery (Appendix F, pp. 38-52.) Action will be taken at the April 23 meeting of Presbytery.

REPORT OF THE STATED CLERK

Elder-Minister Balance at Presbytery Meetings

As required by the Book of Order G-11.0101b., I report that we have 229 ministers who are resident members of Salem Presbytery and 184 potential elder commissioners from our 155 congregations.

Therefore, there is an imbalance of 45 more ministers than elders.

Following the plan adopted in 1989 (April 6 meeting), the following action will redress that imbalance.

ACTION 23:

Presbytery invited each of the 21 racial ethnic congregations to send one additional elder commissioner above that number authorized by the Book of Order and the remaining 24 elder commissioners were invited from the following churches (the April 1989 Meeting approved that these additional commissioners be determined alphabetically [by town]) beginning with the April 1996 meeting and continuing through the First Stated Meeting of 1997:

Mocksville Second
Fieldstone
Mooresville First
Prospect
Reid Memorial
Asbury
Edward Webb Memorial
Mt. Airy First
Flat Rock

Centre
Beulah
North Wilkesboro
Pilot Mountain First
Hills
Pine Ridge
Pine Hall
Pittsboro
Reidsville First

Greenwood
Speedwell
Bethesda (Ruffin)
Salisbury First
Franklin
John Calvin

SESSIONAL RECORDS REVIEW

The following church presented 1994 records for review and they were Approved, Pending:

Rumple Memorial

ACTION 24:

Moderator-Nominee Elder N. N. Fleming, III of the Hawfields Church was granted the "privilege of the floor" with both voice and vote during his tenure as Moderator of Salem Presbytery.

RECOGNITION OF RETIRING MODERATOR

John Handley, Executive Presbyter/Stated Clerk, presented the retiring Moderator, Elder Margaret Marks, with a certificate of appreciation for her service as Moderator of Salem Presbytery in 1995 and 1996.

ELECTION OF NEW MODERATOR

Presbytery elected Elder N. N. Fleming, III (Neel) of the Hawfields Presbyterian Church in Mebane to be Moderator from February 3, 1996, through the February 1997 meeting of Presbytery.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-Ninth Stated Meeting of Salem Presbytery was adjourned at 4:30 p.m. with prayer by out-going Moderator Margaret Marks. The next Stated Meeting will be held on Tuesday, April 23, 1996, at 9:00 a.m. at the Sedgefield Presbyterian Church in Greensboro, North Carolina.

Attested:

John M. Handley

John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
NECROLOGY 1995

Alamance		
Howard Hodgin	Elder	April 17, 1995
Bethesda (Statesville)		
William H. McNeely	Elder	April 29, 1995
Bixby		
Roy J. Nance	Elder	January 12, 1995
Buffalo		
Eugene W. Wheeler	Elder	January 5, 1995
Lacy D. Wyrick	Elder	January 16, 1995
Carlotta Barnes Jacoby	Elder	March 6, 1995
William C. Gross, Jr.	Elder	December 19, 1995
Burlington First		
Guy B. Ephland	Elder	January 5, 1995
Irving Hogan	Elder	March 15, 1995
Charles Saunders	Elder	May 31, 1995
Cameron		
Hezahki Garner	Elder	November 22, 1995
Clemmons		
Harold Johnston	Elder	September 20, 1995
Concord		
Louise Raymer	Elder	
Covenant		
Frank A. Rodgers	Elder	November 30, 1995
Cross Roads		
Jack Turner	Elder	July 19, 1995
Dellabrook		
Mozelle H. Johnson	Elder	
Dogwood Acres		
Thomas Leroy McNair	Elder	September 2, 1995
Eden First		
Claude Robertson	Elder	January 1, 1995
Jack Garber	Elder	December 11, 1995
Flat Rock		
O. A. Pack	Elder Emeritus	March 11, 1995
Grace		
Melvin Mauney	Elder	June, 1995

Greensboro First		
James Cleman Wilson	Elder	January 5, 1995
Robert Boyd Morris	Elder	April 12, 1995
Thomas Sothoran Compton	Elder	October 3, 1995
Robert Tyler Stone, II	Elder	November 13, 1995
David Coke Garvin, jr.	Elder	December 15, 1995
Griers		
Buck Griffin Wilson	Elder	February 28, 1995
Guilford Park		
Randy Fore	Elder	March 1, 1995
Carolyn Stokes	Elder	May 3, 1995
Hugh McLauchlin	Elder	November 1, 1995
Hawfields		
Curtis Capps	Elder	May 10, 1995
R. C. Mebane	Elder	November 3, 1995
High Point First		
Martha Bass Davis	Elder	February 19, 1995
James H. Hogg	Elder	April 25, 1995
William H. Flythe	Elder	September 2, 1995
Jamestown		
Robert H. W. Jones, Jr.	Elder	March 4, 1995
Madison		
Mary Sievers Wall Patterson	Elder	March 1, 1995
Mooresville First		
Nellie R. Stonestreet	Elder	August 9, 1995
Mount Tabor		
James H. Wilson	Elder	October 26, 1995
Mt. Jefferson		
Robert McNeill	Elder	August 3, 1995
Mt. Vernon		
Roselle Morrison	Elder	August 6, 1995
North Wilkesboro		
Watt M. Cooper	Minister	November 23, 1995
Piedmont		
John E. Eliason	Minister	November 6, 1995
James W. Wright	Elder	December 11, 1995
Pine Ridge		
Paul G. Taylor	Elder	October 5, 1995
Prospect		
Mildred Hart	Elder	September 2, 1995
Riverview		
Henry Shelton	Elder	December 21, 1995

Salisbury First		
John Ozment Reynolds, Sr.	Elder	March 6, 1995
D. A. Thompson	Elder	November 3, 1995
Shallowford		
Eleanor Nelson	Elder	August 26, 1995
Siler City		
Everett Brady	Elder	October 10, 1995
John E. Eliason	Minister	November 6, 1995
Spencer		
Hugh S. Young	Elder	January, 1995
Julian C. Johnston	Elder	June, 1995
Frances E. Geekie	Elder	December, 1995
Springwood		
Kenneth Sutton	Elder	March 12, 1995
St. Paul (High Point)		
Sherman Payne	Elder	
Starmount		
Philip Moore Kirk	Elder	December 18, 1995
Stony Creek		
Jessie mcCulloch	Elder	August 1, 1995
Thomasville First		
S. M. (Bus) Brown	Elder	May 21, 1995
John Louis (Jack) Roser	Elder	December 3, 1995
Thyatira at Mill Bridge		
John Parker	Elder	November 9, 1995
Trinity		
Ernie Brady	Elder	April 4, 1995
Bob Garrison	Elder	October 21, 1995
Trinity (Salisbury)		
Ozell Cowan	Elder	November 8, 1995
Unity		
Spence Wetmore	Elder	December 18, 1995
Vandalia		
Jones Smith	Elder	January 5, 1995
Westminster (Burlington)		
E. O. Brown	Elder	July 1, 1995
Thomas G. Petty	Elder	December 15, 1995
Whispering Pines		
Tom Poplin	Elder	February, 1995
Elsie Pinnix	Elder	June, 1995

APPENDIX B

SALEM PRESBYTERY
TWENTY-NINTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
SALISBURY, NORTH CAROLINA

DOCKET

February 10, 1996

Name Tag Color Code:

Elder Commissioners	yellow dot
Minister	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

***Denotes Order of the Day**
Numbers in parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.		Registration	
8:30		"GIG" (Good Ideas for Growth)	
8:45		Hymn Sing	
***9:00**		**CALL TO ORDER/OPENING PRAYER**	*Moderator Margaret Marks*
		WORSHIP/COMMUNION Preacher: Retiring Moderator, Elder Margaret Marks	
9:45		ORGANIZATION OF PRESBYTERY	*Moderator Margaret Marks*
		Quorum	
	(1.)	Docket and Omnibus Motion	*Murray White*
		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	
		Greeting from Ecumenical Visitor The Reverend Johnson K. Asibou, Pastor Soldiers' Memorial A.M.E. Zion Church, Salisbury	
	(2.)	Communications	*John Handley*
***10:00**	**(3.)**	**UNDERSTANDING/OVERCOMING RACISM** Led by Inter-racial Dialogue of Winston-Salem (6 Presbyterian Churches)	
***12:30 p.m.**		**LUNCH**	
***1:15**		**PRAYERS OF THANKSGIVING/PETITION** **DEDICATION OF 2¢/PENNIES**	*Jim Banbury*
1:18		RECOGNITION OF RETIREMENT Malcolm M. Bullock	

1:28	**(4.)**	COUNCIL	*Murray White*
1:33	**(5.)**	NOMINATING COMMITTEE	*Sam McGregor*
1:50		Awards: Stewardship Education Committee Evangelism Committee Worldwide Ministries Committee	
2:05		YOUTH MINISTRY COMMITTEE	
2:10	**(6.)**	EXAMINATIONS COMMITTEE Jae Heung Chung Victor C. Scott	*David Kivett*
2:30	**(7.)**	COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
	(8.)	CHURCH DEVELOPMENT COMMITTEE	*Marsha Hooks*
2:50	**(9.)**	CONSTITUTIONAL AMENDMENTS	*Diane Luce*
3:20	**(10.)**	BILLS AND OVERTURES COMMITTEE	*Phyllis Kort*
4:00	**(11.)**	GOALS & EVALUATION COMMITTEE Presentation of Structural Design	*Norman Whitney*
4:20	**(12.)**	REPORT OF THE STATED CLERK	*John Handley*
4:23		RECOGNITION OF RETIRING MODERATOR	
		ELECTION OF NEW MODERATOR Elder N. N. Fleming, III	
4:30		ADJOURNMENT AND BENEDICTION	*Moderator Neel Fleming*

Written reports for information:

(13.) Hunger Committee
(14.) Presbyterian Women
(15.) Small Church Support Committee
(16.) Worldwide Ministries Committee

Announcements:

(17.) Senior High Retreat
(18.) Worship & Music Workshop Festival
(19.) Celebration of Age
(20.) Retreat for Sessions and Pastors
(21.) Small Church Seminar
Presbytery Evaluation Form (Yellow)
Brochures
  Children's Ministry Workshop
  Presbyterian Peacemaking Conferences
  Breaking Down the Walls: Responding to the Racism that Divides Us

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
February 10, 1996

A. Supporting information on minister changes:

1. From other presbyteries

- Jae Heung Chung - Pastor, Korean First Church - from Presbytery of Los Ranchos
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal

- Victor C. Scott - Pastor, Greenwood Church - from Presbytery of the Peaks
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal

2. To other presbyteries:

- Stephen A. Hundley to New Castle Presbytery effective November 1, 1995
- Robert R. Tolar, Jr. to Abingdon Presbytery effective November 16, 1995
- Donald G. Scofield, Jr. to Shenandoah Presbytery effective February 11, 1996

3. Within this presbytery

- Guy W. Hunt, Jr. to Asbury Church as Pastor
  - Call Forms
  - Installation Commission

- Dennis J. Sebesan - from Jamestown Church as Pastor to Lexington First Church as Pastor
  - Call Forms
  - Installation Commission

Reference: Committee on Ministry

B. Two sets of ballots for use in reporting to the Office of the General Assembly the responses of the presbyteries to the proposed amendments to the Book of Order.

Reference: Stated Clerk

C. Certificate of Ecclesiastical Endorsement from the Presbyterian Council for Chaplains and Military Personnel for the Reverend Nathan L. Byrd.

Reference: Stated Clerk

D. Proposed Overtures from Centre Church and Mooresville First Church regarding a change in the form of government concerning criteria for ordination of church officers.

Reference: Bills and Overtures Committee

Philosophy and Purpose

of the

The Freedom Flagship Ministry
ELEUTHEROO MINISTRY

Believing that all persons have five aspects in need of development if there is to be "wholeness"___spiritual, emotional, intellectual, physical and social___and that this development must take place within the framework of cultural heritage, a faith environment, commitment to Christian values and the provision of competent and and committed leadership; thus **The Freedom (Eleutheroo) Flagship Ministry** is envisioned.

BECAUSE , without an intentional effort to both expand and preserve a Presbyterian witness from the Black perspective within the geographic area described, four (4) of the targeted congregations will, of necessity, be dissolved in the next decade; and because the two (2) other targeted congregations will not be able to provide viable ministry to the community and to themselves in the next two decades due to an inability to draw professional leadership and hold members, **The Freedom(Eleutheroo) Flagship Ministry** is designed to accomplish the following services in the targeted geographical areas:

1. Worship leadership on each Lord's Day
2. A planned Educational Program
3. A Moderator for each session (relationship established by presbytery)
4. An intentional approach to membership growth (10% growth per year)
5. A values program designed to use the scripture and human experiences (dance, music, public school, courtship, family relationships, conflict, etc.) as text and context.
6. Development of a Planning, Budgeting, Responsible Stewardship and Accountability System.
7. Accountable Shepherding (Design activities and use innovative methodologies and pedagogies to provide information forums in each of the settings targeted, that both church and community might meet for informed decision making as relates to social righteousness/justice issues.

WORKSHEET

CONSTITUTION OF THE FREEDOM MINISTRY
THE PRESBYTERY OF SALEM

ARTICLE I. NAME. The name of this organization shall be ***The Freedom Ministry of Salem Presbytery.***

ARTICLE II. PURPOSE. The purpose of The Freedom Ministry of Salem is to minister to all people in a given area with an intentional program of welcoming, worship, wrestling, webbing, wholeness, witness, wilderness and whole-hearted living that can best be carried on by the cooperation of several churches. (Mission Statement: "We shall do for Christ together what was impossible alone.")

ARTICLE III. MEMBERSHIP.

Section 1. Any church within the area may become a member of the Freedom Ministry of Salem Presbytery by showing a willingness to do its part in all the understandings and undertakings of the ministry and upon adoption of the constitution and election of representatives to the Freedom Ministry Advisory Board. This joining can occur only after January 1, 1998.

Section 2. Any church may withdraw from the ministry if the Advisory Board has been given notice of said intention six (6) months beforehand. Such withdrawal shall not automatically cause a percent of any such funding received on behalf of the withdrawing church to follow that church.

Section 3. All persons who are members of the participating churches are also members of the Freedom Ministry of Salem Presbytery.

ARTICLE IV. THE FREEDOM MINISTRY ADVISORY BOARD

Section 1. The Freedom Ministry Advisory Board shall be the governing body of the Freedom Ministry.

Section 2. The Advisory Board shall be composed of two representatives from each participating church. Any other person who is a member of a participating church may attend the meetings and may represent the church in the absence of an elected representative, if appointed by the Session or Clerk of Session. Any member of any participating church is free to attend all advisory board meetings with voice but without vote.

Section 3. The officers of the Freedom Ministry Advisory Board shall be chair, vice-chair, secretary and treasurer. The staff person hired as Executive Secretary shall, by this constitution, serve as the treasurer.

Section 4. The Advisory Board shall meet every three months. One of these meetings each year shall be for the election of officers and the consideration of finances. All officers shall serve a two (2) year term except the the original advisory board organization the which six (6) shall be elected for one (1) year. The provisions of G-14.0201.a shall, in all cases, apply.

Section 5. All members of the Freedom Ministry staff shall be ex-officio members and shall ordinarily attend all meetings.

Section 6. The Freedom Ministry Advisory Board shall plan the program and activities of the Freedom Ministry.

Section 7. The Sessions of the participating churches shall grant authority to the Freedom Ministry Advisory Board for the program and budget of the Freedom Ministry, including setting apportionments for the participating churches toward the annual Freedom Ministry budget. This action must always take place in consultation with the participating Session.

Section 8. The Freedom Ministry Advisory Board will not make changes in the regular hours of worship, school of the church, organizational meetings or time allocated by the Session for any activity, without prior consultation with the Sessions involved.

Section 9 The Freedom Ministry shall have the following standing committees: 1) Program, 2) Finance and 3) Personnnel.

ARTICLE V. THE STAFF:

Section 1. The staff sha ll be composed of the Parish Pastor/Program Director, the Parish Pastor/ Associate Program Facilitator of Education, the Parish Pastor/ Associate Program Facilitator of Evangelism each called by two (2) of the participating churches plus an Executive Secretary employed by the Freedom Ministry Advisory Board.

Section 2. The Parish Pastor/ Program Director, Parish Pastor/ Associate Program Facilitator of Christian Education and Parish Pastor/ Associate Program Facilitator of Evangelism shall be recommended to paired congregations who in turn will recommend his/her approval through the Freedom Ministry Advisory Board. The employment shall be made "under the supervision of the Committee on Ministry of Presbytery at the request of the Pastor Nominating Committee, the consent of the Parish Pastor (Program Director, Facilitator of Christian Education, Facilitator of Evagelism) and the approval of Presbytery by formal call. Ordinarily, no more than one (1) Parish Pastor will be related to a particular church except in a programmatic function. Whenever it seems appropriate , the Freedom Ministry Advisory Board, on recommendation of the Program Director or Interim Program Director, may hire an at large associate with his/her relationship being reviewed every three months. All associates shall be responsible to the Program Director. The Committee on Ministry shall review all employment designations once each year... Book of Order, G-14.0515. The agreement between the Session(s) (through the Advisory Board) and the called Parish Pas tor shall, whenever a pulpit becomes vacant, be terminated upon due notice by congregation or Parish Pastor with the approval of Presbytery...Book of Order, G-14.0504 , G-14.0601, G-14.0603 and G-14.0602. All other staff shall be hired and terminated by recommendation of the Personnel Committee of the Freedom Ministry Advisory Board.

Section 3. It shall be the work of the staff to cooperate with the Advisory Board in conducting the program and related activities decided upon by the Advisory Board. Each member of the staff will be assigned to various committees of the Advisory Board to help guide the activities.

ARTICLE VI. FINANCE:

Section 1. Each participating church shall continue its local and denominational commitments as before becoming a member of the Freedom Ministry.

Section 2. Each church is responsible to the Freedom Ministry only for amounts that have been pledged by the church. However, each church shall be expected to share its part of the financial affairs of the Freedom Ministry.

ARTICLE VII. AMENDMENTS:

Amendments to this constitution shall be presented to the staff and then presented to the Freedom Ministry Advisory Board. The Advisory Board must have three (3) readings of the amendment prior to vote. If two-thirds (2/3) of the members present at the Advisory Board meeting vote for the amendment it shall be effective immediately.

APPENDIX E

MINISTERS ENGAGED IN VALIDATED MINISTRIES WITHIN THE CONGREGATIONS OF THIS CHURCH

NAME	POSITION	CALLING/EMPLOYING AGENCY
Wyatt Aiken, Jr.	Pastor	Mebane
Philip A. Beck	Pastor	Memorial
Jesse W. Bledsoe	Pastor	Pilot Mountain First
Linda L. Blessing	Co-Pastor	Hills/Pine Ridge
Ronald L. Bowie	Pastor	Boone First
John C. Brearley	Pastor	Elkin
Malcolm M. Bullock	Associate Pastor	Salisbury First
Robert E. Button	Interim Pastor	Glenwood
Kathryn J. Cameron	Associate Pastor	Greensboro First
Charles R. Carter	Pastor	Forest Hills
M. Gray Clark	Pastor	Fellowship
Robert E. Cleveland	Pastor	Pittsboro
Frederick A. Coates	Associate Pastor	Mooresville First
O. Leighton Culler	Interim Pastor	Christiansburg (Virginia)
Kermit W. Dancy	Pastor	Mt. Jefferson
Dale W. Davidson	Associate Pastor	Presbyterian Church of the Cross
Max E. Deal	Temporary Supply	Winston-Salem First
Franklin M. Dew	Pastor	New Creation Community
James A. Dickens	Pastor	Logan
Barbara E. Dua	Associate Pastor	Greensboro First
Christopher F. East	Pastor	Buffalo
Lou McAlister East	Interim Pastor	Westminster (BUR)
Stewart E. Ellis	Co-Pastor	Trinity (W-S)
Robert C. Evans, III	Pastor	Oak Ridge
Carlton A.G. Eversley	Pastor	Dellabrook
Jeffrey J. Falter	Pastor	Dogwood Acres
Dusty K. Fiedler	Co-Pastor	Clemmons
Robert A. Fiedler	Co-Pastor	Clemmons
Carol C. Fisher	Associate Pastor	Hawfields
James T. Frazier	Pastor	Sparta
Elijah B. Freeman, Jr.	Pastor	St. Paul (HP)
Robert M. Gant, Jr.	Associate Pastor	Alamance
Murv' L. Gardiner	Pastor/Assoc. Pastor for the Chapel	Beulah/Wilkes Chapel of the N. Wilkesboro Church
Robert J. Goforth	Pastor	Cooleemee
J. Randy Hall	Pastor	Fairmont
Holly Diane Hayes	Associate Pastor	Forest Hills
William C. Hayes	Pastor	Smyrna/Wentworth
David C. Heil	Pastor	N. Wilkesboro
James Henderson	Pastor	Calvary
Margret L. Henderson	Associate Pastor	Highland
Robert W. Henderson	Pastor	Westminster (GSO)
David Lee Henry	Pastor	Vandalia
Cynthia R. Higgins	Associate Pastor	Westminster (GSO)
Fredrick R. Horner	Associate Pastor	Greensboro First
Robert M. Howard	Pastor	Centre
Joanne R. Hull	Associate Pastor	Guilford Park
Guy W. Hunt, Jr.	Pastor	Asbury
George Hunter	Pastor	Trinity (Salisbury)
Robert S. Jeffords, Jr.	Pastor	Covenant
Kurt W. Johnston	Interim Pastor	Shiloh (BUR)
William Jones	Pastor	Reid Memorial
Alyce Kelly	Pastor	Allen Temple
J. David Kivett	Pastor	Reidsville First

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NAME	POSITION	CALLING/EMPLOYING AGENCY
Phyllis M. Kort	Associate Pastor	Burlington First
Thomas K. Lane	Temporary Supply	Griers/Pleasant Grove
William F. Lawerence, Jr.	Stated Supply	Yadkin United
James E. Layman	Pastor	Starmount
Robert E. Lee	Temporary Supply	El Bethel
David T. Lee-Andrews	Pastor	Concord
David E. Leininger	Pastor	St. Paul (GSO)
Ruth Ann B. Lenger	Pastor	Spencer
Robert M. Lewis	Pastor	Salisbury First
S. Edwin Lewis	Pastor	Mooresville First
Joel M. Long	Pastor	Eden First
William J. MacDonald	Associate Pastor	Winston-Salem First
Robert M. Matthews	Pastor	Fieldstone
James M. Mauldin	Co-Pastor	Hills/Pine Ridge
Stephen P. McCutchan	Pastor	Highland
Sam E. McGregor, Jr.	Pastor	Siler City
Mary C. McNeal	Pastor	Faith
Judson J. Milam	Pastor	St. Andrews
John L. Milholland	Pastor	Fifth Creek/Old Providence
E. Thomas Miller	Pastor	Forest Park
James F. Miller	Pastor	Presbyterian Church of the Cross
Molly D. Morgan	Pastor	Madison
Stephen A. Moss	Pastor	Thyatira
Lisa M. Mullen	Associate Pastor	High Point First
George H. Murray, IV	Pastor	Kernersville First
J. Herbert Nelson	Pastor	St. James
Lisa T. Nelson	Associate Pastor	Prospect
David C. Partington	Pastor	Shallowford
S. Curtis Patterson	Pastor	Thomasville First
Jamie B. Pharr	Stated Supply	Bethany (Statesville)
A.B. Plexico	Pastor	Hawfields
Phillip J. Pogue	Pastor	Glendale Springs/Laurel Fork
Michael J. Poulos	Associate Pastor	Greensboro First
Marie P. Reed	Stated Supply	Yanceyville
Leland A. Richardson	Pastor	Mocksville First
Raymond W. Riddleberger	Pastor	Old Town
Paul N. Ridolfi	Pastor	Mt. Airy First
James M. Rissmiller	Pastor	Community in Christ, Presbyterian
Russell H. Ritchel, Jr.	Pastor	Winston-Salem First
Donald G. Scofield, Jr.	Pastor	Flat Rock
Dennis Sebesan	Pastor	Lexington First
Grant M. Sharp	Pastor	Statesville First
Jerold D. Shetler	Pastor	Greensboro First
Jeffrey D. Smith	Interim Pastor	Taylorsville
Paul R. Snell	Stated Supply	Cleveland
Steven A. Snipes	Stated Supply	Oakland
Billy F. Sosebee	Pastor	Lexington Second
Laura M. Spangler	Co-Pastor	Trinity (W-S)
Joe L. Spears	Pastor	Mount Tabor
William F. Stephens, III	Temporary Supply	Hopeview
Samuel Stevenson	Pastor	Grace
Mark T. Stewart	Pastor	Crestwood
Larry E. Summey	Pastor	Franklin
David H. Sutton	Pastor	Guilford Park
Al F. Thomas, Jr.	Pastor	Speedwell
Erich W. Thompson	Associate Pastor	Starmount

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NAME	POSITION	CALLING/EMPLOYING AGENCY
Dan M. Thornton	Pastor	Salisbury Second
W. Russell Ward, Jr.	Pastor	Asheboro First
William C. Weckerly	Pastor	Graham
Kellie E. Weekley-Mills	Pastor/Assoc. Pastor	Lansing/Mt. Jefferson
Norman M. Whitney	Pastor	Bethany (Graham)
Daniel C. Wilkers	Pastor	Parkway
John A. Wilkerson, Jr.	Interim Pastor	Alamance
Stephen H. Wilkins	Pastor	Third Creek
Charles Williams	Pastor	Burlington First
James K. Wilson	Pastor	Sedgefield
William T. Wing, III	Pastor	Unity
Paul D. Woodall, Jr.	Pastor	Bethel
R. Scott Woodmansee	Pastor	High Point First
Richard S. Wurst, Jr.	Pastor	Stony Creek
Christopher E. Zorn	Pastor	John Calvin

MINISTERS ENGAGED IN VALIDATED MINISTRIES IN OTHER SERVICE OF THIS CHURCH

NAME	POSITION	CALLING/EMPLOYING AGENCY
David M. Cameron	Counselor	Presbyterian Counseling Center (GSO)
William J. Cowfer	Associate for Financial Resources	Barium Springs Home for Children
Philip R. Gehman	Vice President for Student Life	Columbia Theological Seminary
Sherron K. George	Missionary	Worldwide Ministries Div., PC(USA)
Hewon Han	Associate Presbyter for Congregational Life	Salem Presbytery
John M. Handley	Executive Presbyter/ Stated Clerk	Salem Presbytery
Robert W. Herron	Director	Presbyterian Counseling Center (GSO)
Ann B. Jahnes	Campus Minister	UNC-Greensboro
Gail Porter Nelson	Campus Minister	Winston-Salem State
Richard R. Osmer	Professor of C.E.	Princeton Theological Seminary
Joseph L. Pickard	Assoc. Exec. Director	Medical Benevolence Foundation
Rockwell P. Ward	Campus Minster	Applachian State University
A. Michael Warren	Associate Presbyter for Care and Development of Leadership	Salem Presbytery

MINISTERS ENGAGED IN VALIDATED MINISTRIES IN SERVICE BEYOND THE JURISDICTION OF THE CHURCH

NAME	POSITION	CALLING/EMPLOYING AGENCY
James H. Allen	Vice Chancellor	UNC-Greensboro
L. Adlai Boyd	Chairman, Child & Family Services	University of S. Florida
Carole F. Chase	Professor of Religion	Elon College
William DeLong	Chaplain/ Supervisor-in-training	NC Baptist Hospital
M. Susan Dobyns	Counselor	Private Practice
Larry W. Freeman	Counselor	Private Practice
Carter B. Gillespie	Counselor - Employee Assistance Program	US Postal Service (GSO)

NAME	POSITION	CALLING/EMPLOYING AGENCY
B. Paul Lindsay	Faculty	UNC-Greensboro
Z. Bradford Long	Director	Presbyterian & Reformed Renewal Ministries
J. Roger Marrow	Chaplain	V.A. Hospital in Salisbury
Steve A. Martin	Counselor	Private Practice
R. Page Shelton	Chaplain	Hospice of Yadkin County
Patricia F. Stewart	Associate Pastor	First Christian Church (GSO)
Glenn C. Thomason	Guidance Counselor	Thomas H. Henderson Middle School Richmond, VA
Benjamin F. Williams	Director Child and Youth Services	Alamance/Caswell Mental Health Center
J. Gordon Williams	Program Field Officer	American Leprosy Mission

HONORABLY RETIRED MINISTERS

NAME	POSITION	CHURCH OR AGENCY
Alonza M. Alexander		
Lawrence W. Avent	Parish Associate	Greensboro First
J. Lawrence Ayers		
Thomas B. Bagnal, Jr.		
James H. Banbury		
Dwight L. Barker		
Ernest M. Bradford		
Edwin C. Brammer, Jr.		
Warren C. Brannon		
Charles L. Brown		
William Brown		
David H. Burr		
George S. Calhoun, Sr.		
Cecil C. Callis	Stated Supply	Mt. Vernon Springs/Gulf
George C. Carpenter	Interim Pastor	Springwood
William H. Chappell		
Frank C. Collier	Stated Supply	Immanuel
L.B. Colquitt, Jr.		
Herbert H. Culler		
Ares Davidian		
Frank A. Davison		
F. Marion Dick		
C. Wayne Dixon	Staed Supply	Love Valley
Norris L. Fellows		
Charles G. Fitzpatrick		
Joseph W. Flora		
Robert Lee Forbis		
William H. Foster, Jr.	Stated Supply	Whitewright First (Texas)
Milton M. Foust	Stated Supply	Randolph
Robert O. Freeman		
Samuel R. Fudge		
Harold E. Fuller	Stated Supply	Bixby
Joseph M. Garrison		
Lucius A. Gray		

NAME	POSITION	CHURCH OR AGENCY
J. Stimson Hawkins	Chaplain	Hopsice
Dewitt F. Helm		
Everett A. Hewlett		
Z.N. Holler		
John S. Johnson		
Henry J. Keating		
William R. Knox		
Morton R. Kurtz		
Julian Lake		
Donald E. Lannon		
William F. Long		
Wilkes D. Macaulay		
James M. McDaniel		
Charles T. McKee	Stated Supply	Whispering Pines
Lacy V. McPherson		
Allen C. McSween		
William S. Metzel		
Donald Mimbs		
Kay M. Misenheimer		
James A. Mitcham, Jr.	Stated Supply	Shady Side
H. Reid Montgomery	Interim Pastor	New Salem
Allen E. Morrison		
William H. Morrison		
Joseph B. Mullin		
Robert E. Osman	Parish Associate	Westminster (GSO)
Darrell A. Parker		
J. Kent Parker, Jr.		
O. William Perrell		
George A. Ploger		
W. Clark Porter, III	Stated Supply	Trinity (Elon College)
Donald G. Price		
James L. Price, Jr.		
John A. Redhead		
Catherine J. Reed		
Gerald N. Reiff		
William C. Rhodes, Jr.		
Paul S. Ryoo		
Lester E. Sheppard		
William R. Smith, III		
Jamie D. Stimson		
Ernest L. Stoffel		
Harry S. Thomas		
John G. Truitt		
Robert L. Turner	Stated Supply	Milton and Joyce
William D. Varker		
Stanley M. Voth		
Harold F. Waldruff		
Roy E. Watts		
Worth N. Watts		
Robert S. Wells		
John C. Whitley	Stated Supply	Stoneville
Frank C. Wilkinson		
John A. Womeldorf		
William J. Wrenn, Jr.		

MEMBERS-AT-LARGE

NAME	POSITION	EMPLOYING AGENCY
Jonathan C. Barker	Counselor	Lifecare, Inc.
Janet B. Briscoe	Master's Candidate	UNC-Greensboro
Robert A. Bryant	Doctoral Candidate	Union Seminary (VA)
Nathan L. Byrd	Without Call	
Virginia Cowfer	Social Worker	D.S.S. - Rowan County
Scott C. Girard	Master's Candidate	UNC-Greesnsboro
Walter W. King	Engineer	
Franklin L. Partridge	Minister of Music	Trinity (W-S)
Steve M. Pharr	Attorney	Petree Stockton
Jeannette G. Rodenbough	Staff Consultant for Education	Presbyterian Church of Covenant
Anne Carter Shelley	Doctoral Candidate	UNC-Greensboro
Jerry M. Smith	Attorney	Private Practice
John B. Talmage	Doctoral Candidate	Univeristy of Florida

INACTIVE MEMBERS

NAME	POSITION	EMPLOYING AGENCY
Ethel C. Simonetti		

SALEM PRESBYTERY
GOALS AND EVALUATION COMMITTEE PROPOSAL

The Cluster Concept

This organizational concept introduces several new (for Salem) ways of calling forth both the commitment and creativity of those willing to be leaders in strengthening the ministry and mission of Salem Presbytery. Two of the most challenging of those ways are:

1) clustering similar specific mission concerns together, assigning a leadership pool, and challenging that fairly small group to identify ways of effectively organizing to carry out the assigned tasks; and

2) identifying and focusing common mission elements to be addressed by each of the Mission Clusters.

The Clusters will become the "thought force" of Salem Presbytery. They will immerse themselves in their assigned areas of focus toward the end of developing expertise in seeking/discerning God's agenda for Salem in that particular mission area. The Cluster will think/dream/pray/study/wrestle/plan over, around, within their areas seeking effective ways of setting bold directions for their work. Dependence on the prompting and power of the Spirit will be a key ingredient in determining the best plans for organizing to carry out their task.

Each Cluster will use four ancient, common mission elements:

διδάσκω	- educate/teach
εὐαγγελίζεσθαι	- evangelize
διάκονος	- serve
εἰρηνοποιός	- make peace

in describing and assigning the specific objectives and strategies for their work. The Cluster will determine responsibilities and name the task forces needed and the number of persons needed to carry out their tasks. Their plans will be presented to the Council for review and subsequently recommended to Presbytery for adoption.

Six Clusters are proposed.

They are:

Educational Ministries
Church Growth & Enrichment
Shalom
Worldwide Ministries
Council
Ministry

One is already operational, the Ministry Cluster, which includes the various functions which Salem originally divided into Preparation for Ministry, Examinations, Committee on Ministry, and Professional Development. This clustering has brought much clearer coordination of their interrelated functions. Communication is greatly enhanced and morale has increased with an accompanying atmosphere of collegiality. Their experience has been a primary inspiration for the suggestions which follow.

Both the Congregational Life and Church Development Divisions have begun to explore similar concepts with much the same positive results. Those two are among the four Mission Clusters proposed: 1) the Educational Ministries Cluster replaces the Congregational Life Division plus Outdoor Ministries and Campus Ministries; 2) the Church Growth & Enrichment Cluster replaces the Division with the same name; 3) the Shalom Cluster replaces most of the Church In The World Division; and 4) the Worldwide Ministries Cluster picks up the former Committee by the same name and adds the Hunger Committee's international partnerships and lifestyle education.

The final cluster brings a major new role to the Council. The Council Cluster replaces the Administrative Services Division drawing in Stewardship Education, Personnel, Budget and Finance, Goals and Evaluation, and Communication functions from the present committee structure. Significant need has been discovered for these groups to work very openly and closely with the Council in carrying out its leadership in the planning, coordinating, resourcing, and evaluating functions for Presbytery. Added to Council's responsibilities, it is proposed that it carry the strengthening of denominational commitment.

On October 24, 1995, Salem Presbytery adopted vision and mission statements along with six Focus Areas with a number of more specific objectives assigned to each. The Presbytery also adopted Evangelism as its highest priority through 1999.

It is proposed that all six of the Clusters take the Vision and Mission Statements, along with the identified Focus Areas and accompanying Objectives and look at their new task through the four mission elements ("lenses"):

- Evangelism
- Education
- Service
- Peacemaking

THE COUNCIL CLUSTER

A. Function of Council:

The Council shall provide for the regular review of the functional relationship between Presbytery's structure and its mission (Book of Order G-11.0103v.). Council recommends, coordinates, and evaluates Salem's life of witness, worship, and work. It recommends and oversees the budget and finances and serves as the communicator between sessions and the Presbytery. It challenges the churches to strong stewardship of talents, time, and money.

B. Specific Responsibilities of Council:

1. Leads Presbytery in setting broad, overall goals and priorities and periodically reviews the life of Presbytery with particular attention to its approved goals in close relationship with the Goals and Evaluation Committee;

2. Annually trains all Salem Clusters to provide clarity in the broad scope of Salem's Mission and Program as well as the particulars of planning, implementing, and evaluating their work;

3. Demonstrates effective leadership through proposals and/or recommendations to Presbytery or the various other clusters regarding important issues/concerns needing study or action;

4. Recommends the annual Presbytery budget and any necessary revisions, monitors revenues and expenditures, takes corrective actions where appropriate and/or makes recommendations to Presbytery upon advice of the Budget and Finance Committee;

5. Oversees personnel functions of Presbytery through the Personnel Committee;

6. Acts as a grievance committee in matters that may be appealed from the Personnel Committee;

7. Coordinates the communications system/functions of Presbytery;

8. Coordinates the mission and program of Presbytery and is responsible for keeping the official calendar of Presbytery;

9. Serves as the Trustees of Presbytery in corporate or legal matters with specific authorization to approve requests of congregations to buy, sell, or mortgage property in connection with their mission (G-11.0103y.);

10. Approves proposed plans for Presbytery meetings (including worship) and distributes the docket and reports to be presented at Presbytery at least two weeks prior to each meeting;

11. Authorizes celebration of the Sacrament of the Lord's Supper at retreats, camps, conferences, and special gatherings of groups under the jurisdiction of Presbytery (W-3.6200);

12. Makes recommendations to Presbytery regarding changes in the Standing Rules and Manual of Operations of the Presbytery;

13. Nominates persons to serve on the Nominating Committee for election by Presbytery;

14. Handles matters directed to it by Presbytery; and

15. Keeps Presbytery fully informed of its work through reports at each Stated Meeting.

C. Composition of the Council:

- At-Large Members elected to Council by the Presbytery to assure full geographic representation. They will be assigned as follows:

    1) Liaisons from Council serving each of the other Clusters (Educational Ministries, Church Growth & Enrichment, Shalom, Worldwide Ministries, and Ministry)

    2) Council Officers (Moderator, Vice-Moderator, and Secretary) 8

- Moderators:
    Current Moderator of Presbytery
    Current Vice-Moderator of Presbytery
    Immediate Past-Moderator of Presbytery
    Salem Presbyterian Women Moderator
    Salem Presbyterian Men Moderator
    Salem Black Caucus Moderator
    Moderators of the six (6) Council Function Committees 12

- Ex Officio Members from Specified Committees (voice without vote)
    Nominating
    Representation
    Goals and Evaluation

TOTAL Membership 20

D. Council Leadership Team - shall be composed of the Moderator and Secretary of the Council, Moderator of Presbytery, one at large member elected from Council, and an assigned Program Staff person.

The responsibilities of the Leadership Team will be to:

a. make preparations for each meeting of Council;

b. make recommendations to Council on business coming before the next meeting;

c. carry out assignments given it by previous Council meetings.

E. Focus Area Assignments to Council

Focus Area 1

To live out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly and in Cooperation with Other Denominations

1-1 Develop occasions and methods through which education on issues, faith sharing, Bible study, and open discussion can take place

1-2 Design and implement effective, open, accessible communication system (dialogue, information sharing, quick response) to include:
- * system of regular, frequent in person contacts with each session for sharing Presbytery goals and understanding needs of the churches
- * plans to prepare commissioners to Presbytery/Synod/GA meetings for effective participation and reporting to session/congregations
- * distribution of a master annual calendar for all presbytery meetings and events with updates as needed
- * coordinated promotion/publicity for meetings and events
- * appropriate software applications

1-3 Design and implement a stewardship program to support the mission of the whole church

See also: Specific Responsibilities of Council (above)

F. The Function Committees of the Council:

The Moderator for each Council Function Committee shall be a member of the Presbytery Council with full voting privileges. The Council shall approve the number of members to be assigned to each Function Committee. The Function Committee will communicate directly with the Nominating Committee requesting filling of vacancies (including recommendations of specific persons or persons with specific types of experience or expertise needed).

Each Function Committee will report regularly to Council presenting their reports or recommendations. Council will vote on approval or make recommendations to Presbytery, as appropriate. Council will review at least annually the progress and effectiveness of each of its Function Committees.

1. **Communications Committee**

a. Proposes and oversees a comprehensive Salem communication network.

b. Promotes interpretation to sessions/congregations of the mission and actions of Presbyterian Church (U.S.A) governing bodies from local to worldwide.

c. Organizes and oversees the use of print media: The Salem Sampler, the Mid-Atlantic Presbyterian Salem page, the Salem Presbytery Directory; Electronic systems: Presbynet; Available tools: Town Meetings, Newcomer Orientation (Ministers and Educators).

d. News releases to public or church press.

e. Coordinates with the Presbytery Resource Center:
   (1) to see that adequate photographs of Presbytery events and newsmakers are taken, used, and filed; and

   (2) Video Taping of special Presbytery events, speeches, etc. to be available to local churches and other individuals or groups.

2. Presbytery Meetings Committee

Shall have responsibility for:

a. Seeking of local churches to host future Presbytery meetings;

b. Oversight of specific arrangements for the next meeting of Salem Presbytery in cooperation with staff;

c. Planning and preparation for specific needs of the upcoming Presbytery meeting as regards worship and communion (including determining a theme if any, preparation of printed worship order(s), securing preacher, liturgy, music, servers, etc.); any audio visual equipment needed; lunch arrangements, displays, etc. (The worship section might require a Sub-Committee.)

d. Oversees preparation of the letter(s) of thanks sent within a week from Presbytery to the session whose church has just completed their hosting responsibilities.

3. Denominational Commitment Committee

a. Promoting awareness of what's happening in the church through use of Presbyterians Today and the Mission Yearbook;

b. Orientation of Synod and General Assembly Commissioners;

c. Work with appropriate Clusters in encouraging local churches to develop strong stewardship including generous giving to benevolences, per capita (where appropriate) and to the various General Assembly and Synod special offerings;

d. Conduct an annual workshop on issues before the church (including those approved by Council from requests from within our Presbytery and issues before the most recent General Assembly or the next one);

e. Promote the general importance of theological dialogue to the health, strength, and oneness of Christ's Church;

f. Reports of the work of Synod and General Assembly.

4. Budget and Finance Committee

The Budget and Finance Committee has budget preparation and financial oversight responsibilities. Although the budget building process in particular may necessitate the formation of internal (sub)committees, the budget and finance functions are retained within one committee so that members, in making recommendations, will have access to information regarding funds requested by program committees, as well as revenue and expense projections.

This committee designs and organizes the annual process by which Presbytery committees, through its Clusters, propose their yearly program offerings and budget requests. One element of the annual process shall be program presentations by Clusters to the Budget and Finance Committee and Council in joint session. Through a consultative process this committee and Council, using income forecasts and budget requests, will develop an annual budget which Council will recommend to Presbytery.

Throughout the year the Budget and Finance Committee will regularly monitor receipts and expenditures and income from investments. This committee will receive and review quarterly reports from Presbytery's Treasurer, obtain an annual audit on behalf of Presbytery and prepare income projections for use in the budgeting process.

5. Personnel Committee

The Personnel Committee has oversight of the staff of the Presbytery. Recommendations to the appropriate body concerning policies affecting staff, job descriptions, terms of call for exempt staff and personnel administration originate with this committee. The Personnel Committee oversees the search for exempt staff, requesting Presbytery appointment of search committee members as necessary; evaluates the performance of exempt staff; makes recommendations regarding changes in terms of call and engages in the care and support of Presbytery's staff.

6. Goals and Evaluation Committee

It is the responsibility of this committee to:

- lead Salem Presbytery in a process of setting goals and priorities at least every three years

- devise and receive the results of a simple evaluation process for annual use by Presbytery committees; evaluation results to be used in long-range planning process

- evaluate progress made on long-range plans and goals report annually to Presbytery on such progress

- evaluate the administration and function of Presbytery's organizational structure and to make recommendations to Presbytery

- conduct studies as Presbytery may direct

THE MISSION CLUSTERS

Getting Started in 1996

Each Cluster will propose mission strategies that will focus on evangelizing, educating, serving and making peace in the way of the Christ. The Clusters, made up mostly of self-selected volunteers from among those presently serving in Salem's structure will then organize themselves into task forces under each Cluster. If additional people with special skills or experience are needed, Council and the Nominating Committee will seek them. **It is anticipated that a mission cluster will meet at least quarterly for its task forces to report, review progress, and make recommendations for further action.**

It is hoped that by early in 1996 those groups will be organized and ready to ask for adjustments in the 1996 budget as well as askings for 1997.

Cluster Leadership Team - composed of Moderator of Cluster, Council Liaison and Staff Resource Person. The Moderator provides team and cluster leadership and reports to Presbytery and/or Council as designated for the specific cluster.

The Council Liaison provides liaison between the cluster and Council and between the Council and cluster with specific responsibility to see that the cluster's work and needs are fully represented to the context of the total mission, and reports to Council.

The Staff Advisor provides for continuity of committee function and reports to the Presbytery Executive.

Mission Cluster Assignments:

Educational Ministries Cluster

Charge: To be responsible for strengthening the ministry of presbytery and congregations through
(1) leadership development opportunities for officers, teachers, and local church program moderators and
(2) provision of program and study resources for Family Ministry, Senior Adult Ministry, Outdoor Ministry, Campus Ministry, Youth Ministry, Children's Ministry, and other ministries for people of varying ages and interests as needs are identified.

Focus Area 1

To live out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly and In Cooperation with Other Denominations

1-1 Develop occasions and methods through which education on issues, faith sharing, Bible study, and open discussion can take place

Focus Area 2

To nurture congregations in their work to fulfill their mission

2-1 Offer opportunities for developing leaders for service as officers, teachers, and program moderators for local churches

2-2 Develop ministries to young families with children and ministries to senior adults
- provide a variety of program and study resources (print, media, people, etc.) for use by churches and ministers with attention given to youth ministry

2-3 Enrich our worship life through reformed liturgy and music using education, worship experiences, workshops, etc.

5-3 Provide facilities and programs to strengthen regional Outdoor Ministries opportunities for youth and other church groups

5-4 Build a strong Presbyterian Campus Ministry within cooperative ecumenical relationships emphasizing study, witness, and fellowship

Church Growth & Enrichment Cluster

Charge: To be responsible for promoting the growth and enrichment of churches through
(1) training opportunities in evangelism, membership growth and assimilation, strategic planning for congregations, and
(2) identification and implementation of strategies for new church development, working with small churches to identify special needs and develop plans for strengthening the congregation along with assistance in securing adequate funding for effective ministry.

Focus Area 3

To provide support for developing/redeveloping churches

3-1 Emphasize evangelism and educate leaders in strategies and methods

3-2 Develop workable plans for starting new churches and redeveloping, revitalizing existing churches

3-3 Develop system of support for strengthening smaller membership churches especially those with special opportunities

Focus Area 5

To initiate a regional witness faithful to the ministry of Jesus Christ

5-1 Celebrate and use the diversity of our membership as an opportunity for growth in our service to Christ emphasizing unity in the midst of our diversity

Shalom Cluster

Charge: To be responsible for
(1) development and implementation of resources and programs to enable presbytery and churches to be engaged effectively in the struggle to free people from fear, oppression, and injustice with emphasis on peacemaking, social justice, racial justice, women's ministry, and environmental issues,
(2) administration of domestic hunger and community ministry grants, and
(3) promotion of cooperation with other denominations in this struggle.

Focus Area 1

To live out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly and In Cooperation with Other Denominations

1-5 Strengthen ecumenical awareness through contacts, conversations, and cooperation with other denominations

Focus Area 5

To initiate a regional witness faithful to the ministry of Jesus Christ

5-2 Develop a cooperative network of service agencies so that together we may more effectively change the root causes of poverty and increase self-sufficiency of our less privileged neighbors
 * Offer frequent opportunities for "hands-on" work experiences in solidarity with the poor, homeless, and hungry (includes community ministry and domestic hunger [2¢/Pennies])

Worldwide Ministries Cluster

Charge: To be responsible for
(1) development and implementation of programs and opportunities to enhance the knowledge and commitment of congregations to support world wide ministries and encourage a simpler lifestyle,
(2) for development and coordination of international partnerships that address the root causes of hunger, and
(3) promotion of Pennies for Hunger/Two-Cents-A-Meal

Focus Area 6

To participate in the worldwide mission of the church

6-1 Increase local church knowledge and commitment to the worldwide mission through education, travel/work trips, personal contact by mission workers, visits from sister/partner churches and presbyteries

6-2 Develop simpler lifestyle education programs that encourage responsible and equitable use of the world's resources

6-3 Increase giving to mission efforts by promoting understanding of and commitment to Pennies-for-Hunger/2 Cents-A-Meal for all age groups in the church

THE MINISTRY CLUSTER

Charge: To be responsible for
(1) fulfilling the functions assigned to the Committee on Ministry by the Book of Order including but not limited calls and vacancies, preparation for ministry, examinations, and professional development;
(2) developing and implementing a system of support for smaller membership churches; and
(3) developing and implementing a system of sensitive care and support of church professionals that includes a "pastor shepherd" program and addresses the needs of ordained women ministers.

Focus Area 3

To provide support for developing/redeveloping churches

3-3 Develop system of support for strengthening smaller membership churches especially those with special opportunities

Focus Area 4

To care for church professionals

4-1 Fulfill responsibilities assigned by the Book of Order to the Committee on Ministry

4-2 Develop system of sensitive care and support of church professionals (spiritual, emotional, financial needs) that will include:

  - a "pastor shepherd" program conveniently available in each section
  - needs of ordained women ministers

4-3 Establish fall and spring, short term continuing education events

See next pages for present description of their organization.

COMMITTEE ON MINISTRY

Ann Jahnes and Jim Rissmiller, Co-Moderators; Mike Warren, Presbytery Staff

The role and responsibilities for the Committee on Ministry can be found within the Book of Order, primarily in G11.0500-0504. Most of our work is mandated. Our purpose involves:
(1) serving as pastor and counselor to ministers,
(2) facilitating relations between congregations, minister, and the presbytery,
(3) settling difficulties on behalf of presbytery when possible and expedient (G.11.0501). Our specific responsibilities enumerated in G11.0502 are carried out through our five subcommittees.

A. CALLS AND VACANCIES, Rick Wurst, Chair

1. Exit interviews with sessions when pastors accept calls to other work.
2. Vacancy counseling, including assistance in securing a session moderator, preparation for electing a PNC (Pastor Nominating Committee), and congregational studies
3. Direction of the PNC search process, including completion of the CIF (Church Information Form) and participation in Face-to-Face.

B. CONCILIATION, Bill Weckerly, Chair

1. Conflict management training
2. Working with congregations, sessions, and staff in conflict.
3. Planning and supervision of workshops for prevention of church conflict
4. Oversight for the Sexual Misconduct Response Group - Training, prevention, and intervention for unethical behavior of church leadership

C. VISITATION, Molly Morgan, Chair

1. Coordination of Triennial Visitation for sessions and pastors to be visited at least once every three years by presbytery representatives, for the purpose of pastoral care and oversight.

D. COMPENSATION, RELATIONSHIPS, AND RETIREMENT, Kermit Dancy, Chair

1. Recommendation of a minimum salary standard for presbytery
2. Interpretation of and processing changes in terms of call
3. Oversight for the process of clergy retirement, including Kate B.Reynolds fund verification
4. Communication with retired members of presbytery
5. Oversight for churches that are without installed pastors and are not searching for one, including interpreting a suitable form of temporary employment (the "swamp list")
6. Maintenance of current lists of supplies and interims

E. PROFESSIONAL CARE, SUPPORT, DEVELOPMENT, Marie Reed, Chair

1. Clergy care and visitation, currently being implemented through the creation of a minister/shepherd program
2. Assignment of clergy colleagues for new members of presbytery
3. Assessment and implementation of professional care for clergy in need of vocational, professional, or personal guidance or counseling.
4. Strategize with representatives from Small Church and Church Development committees to create a Commissioned Lay Preacher program or another system for assisting leadership needs for small churches.

SALEM PRESBYTERY
GOALS AND EVALUATION COMMITTEE
Norman Whitney, Moderator
October 24, 1995

SALEM PRESBYTERY

VISION

With a devoted faith in Jesus Christ Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's Spirit we seek together to strengthen the worship, work, and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class, and ethnic background.

MISSION

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church, as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the whole world.

FOCUS AREA 1
To live out the connectional nature of the church in partnership with sessions, synod, and General Assembly and in cooperation with other denominations

FOCUS AREA 2
To nurture congregations to fulfill their mission

FOCUS AREA 3
To provide support to developing/redeveloping churches

FOCUS AREA 4
To care for church professionals

FOCUS AREA 5
To initiate a regional witness faithful to the ministry of Jesus Christ

FOCUS AREA 6
To participate in the worldwide mission of the church

FOCUS AREA 1

To live out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly and In Cooperation with Other Denominations

Objective 1
Develop occasions and methods through which education on issues, faith sharing, Bible study, and open discussion can take place

Objective 2
Design and implement effective, open, accessible communication system (dialogue, information sharing, quick response) to include:
- * system of regular, frequent in person contacts with each session for sharing Presbytery goals and understanding needs of the churches
- * plans to prepare commissioners to Presbytery/Synod/GA meetings for effective participation and reporting to session/congragations
- * distribution of a master annual calendar for all presbytery meetings and events with updates as needed
- * coordinated promotion/publicity for meetings and events
- * appropriate software applications

Objective 3
Design and implement a stewardship program to support the mission of the whole church

Objective 4
Coordinate the development of presbytery committee action plans and provide training for presbytery committees

Objective 5
Strengthen ecumenical awareness through contacts, conversations, and cooperation with other denominations

FOCUS AREA 2

To nurture congregations in their work to fulfill their mission.

Objective 1
Offer opportunities for developing leaders for service as officers, teachers, and program moderators for local churches

Objective 2
Develop ministries to young families with children and ministries to senior adults
- * provide a variety of program and study resources (print, media, people, etc.) for use by churches and ministers

Objective 3
Enrich our worship life through reformed liturgy and music using education, worship experiences, workshops, etc.

FOCUS AREA 3

To provide support for developing/redeveloping churches

Objective 1
Emphasize evangelism and educate leaders in strategies and methods

Objective 2
Develop workable plans for starting new churches and redeveloping, revitalizing existing churches

Objective 3
Develop system of support for strengthening smaller membership churches especially those with special opportunities

FOCUS AREA 4

To care for church professionals

Objective 1
Fulfill responsibilities assigned by the Book of Order to the Committee on Ministry

Objective 2
Develop system of sensitive care and support of church professionals (spiritual, emotional, financial needs) that will include:

- a "pastor shepherd" program conveniently available in each section
- needs of ordained women ministers

Objective 3
Establish fall and spring, short term continuing education events

FOCUS AREA 5

To initiate a regional witness faithful to the ministry of Jesus Christ

Objective 1
Celebrate and use the diversity of our membership as an opportunity for growth in our service to Christ emphasizing unity in the midst of our diversity

Objective 2
Develop a cooperative network of service agencies so that together we may more effectively change the root causes of poverty and increase self-sufficiency of our less privileged neighbors

- Offer frequent opportunities for "hands-on" work experiences in solidarity with the poor, homeless, and hungry

Objective 3
Provide facilities and programs to strengthen regional Outdoor Ministries opportunities for youth and other church groups
Objective 4
Build a strong Presbyterian Campus Ministry within cooperative ecumenical relationships emphasizing study, witness, and fellowship

FOCUS AREA 6

To participate in the worldwide mission of the church

Objective 1
Increase local church knowledge and commitment to the worldwide mission through education, travel/work trips, personal contact by mission workers, visits from sister/partner churches and presbyteries

Objective 2
Develop simpler lifestyle education programs that encourage responsible and equitable use of the world's resources

Objective 3
Increase giving to mission efforts by promoting understanding of and commitment to Pennies-for-Hunger/2 Cents-A-Meal for all age groups in the church

The Goals and Evaluation Committee has prepared these statements through an extensive series of contacts with present Salem Committees, many different churches through holding Town Meetings in various parts of the Presbytery, and presentation to the last meeting of Salem Presbytery. Content has been revised and enriched at each stage through comments, suggestions, and criticisms offered at each step.

We believe this statement clarifies what Salem Presbytery is and does. It also challenges us with a sense of urgency and focus to the areas of activity and program to be emphasized as the turn of the century approaches.

We are pleased to present these statements for adoption to guide Salem's program activities.

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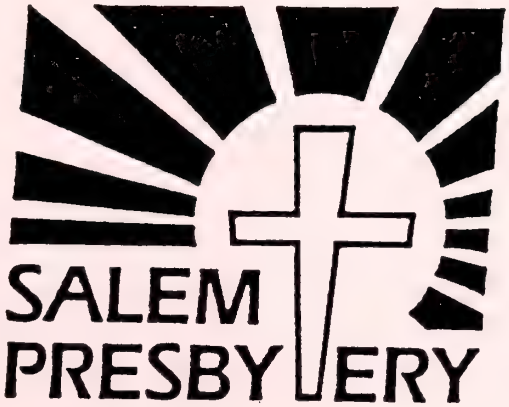
SALEM
PRESBYTERY

THIRTIETH STATED MEETING
SEDGEFIELD PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 23, 1996

MINUTES OF

SALEM PRESBYTERY

THIRTIETH STATED MEETING
SEDGEFIELD PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

April 23, 1996

OFFICERS

Moderator	N. N. Fleming, III
Moderator-in-Nomination	Patricia F. Stewart
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Interim Hunger Action Enabler	James H. Banbury
Assocoate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

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2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

SUCCESSION OF MODERATORS

Date	Name	Church	Place of Meeting	Stated Meeting
1/7/89	Ms. Dale Davidson	First (Greensboro)	First (Greensboro)	First
4/6/89			First (Statesville)	Second
6/23-24/89			Lees-McRae College (Banner Elk)	Third
10/31/89			First (Burlington)	Fourth
2/3/90	Rev. S. Edwin Lewis	First (Mooresville)	First (Mooresville)	Fifth
4/24/90			Westminster (Greensboro)	Sixth
7/14/90			Forest Hills (High Point)	Seventh
10/2/90			First (High Point)	Eighth
2/2/91	Rev. Ivan W. Lowery	Cameron/Second Mocksville/Mt. Vernon	First (Lexington)	Ninth
4/23/91			Starmount (Greensboro)	Tenth
7/13/91			First (Statesville)	Eleventh
10/1/91			Trinity (Salisbury)	Twelfth
2/1/92	Mr. Rudolph V. Boone, Sr.	Dellabrook	Highland (Winston-Salem)	Thirteenth
4/28/92			Hawfields (Mebane)	Fourteenth
7/18/92			North Wilkesboro (North Wilkesboro)	Fifteenth
10/3/92			Glendale Springs (Glendale Springs)	Sixteenth
2/6/93	Rev. Cynthia R. Higgins	Starmount	Buffalo (Greensboro)	Seventeenth
4/27/93			First (Burlington)	Eighteenth
7/23-24/93			Lees-McRae College (Banner Elk)	Nineteenth
10/26/93			Prospect (Mooresville)	Twentieth
2/5/94	Mr. W. Erwin Fuller, Jr.	First (Greensboro)	First (Asheboro)	Twenty-First
4/26/94			Guilford Park (Greensboro)	Twenty-Second
7/16/94			Graham (Graham)	Twenty-Third
10/25/94			First (Greensboro)	Twenty-Fourth
2/4/95	Ms. Margaret Marks	Calvary	First (High Point)	Twenty-Fifth
4/25/95			Alamance (Greensboro)	Twenty-Sixth
7/28-29/95			St. Paul (Greensboro)	Twenty-Seventh
10/24/95			Glendale Springs (Glendale Springs)	Twenty-Eighth
1/3/96	Mr. N. N. Fleming, III	Hawfields	First (Salisbury)	Twenty-Ninth
4/23/96			Sedgefield	Thirtieth
7/20/96			Fairmont/Second/Shady Side (Lexington)	Thirty-First
10/22/96			Elkin (Elkin)	Thirty-Second

THIRTIETH STATED MEETING

MINUTES OF SALEM PRESBYTERY

SEDGEFIELD PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

April 23, 1996

The Thirtieth Stated Meeting of Salem Presbytery, held on Tuesday, April 23, 1996, at the Sedgefield Presbyterian Church in Greensboro, North Carolina, was called to order by Moderator N. N. Fleming, III at 9:00 a.m. He led the opening prayer and the Presbytery joined in a service of Worship and Communion. The liturgists were The Reverend Jim Wilson and The Reverend Jae Heung Chung. The Reverend Maggi Henderson, Associate Pastor of Highland Presbyterian Church, preached the sermon entitled, "Would We Know Him When We See Him?" The organist was Mr. Andy Bucior.

ENROLLMENT

Commissioners		Administrative	
Elders	147	Non-Commissioners	6
Ministers	121		
		Visitors	62
Corresponding Members			
Ministers	1		
		Total	345
Church Educators	8		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., J. Lawrence Ayers, James H. Banbury, Jonathan C. Barker, Philip A. Beck, Jesse W. Bledsoe, Linda L. Blessing, Ronald L. Bowie, Malcolm M. Bullock, Robert E. Button, David M. Cameron, Kathryn J. Cameron, Charles R. Carter, Jae Heung Chung, M. Gray Clark, Robert E. Cleveland, Frederick A. H. Coates, O. Leighton Culler, Kermit W. Dancy, Dale W. Davidson, Frank M. Dew, James A. Dickens, Barbara E. Dua, Christopher F. East, Lou McAlister East, Stewart E. Ellis, Carlton A. G. Eversley, Jeffrey J. Falter, Robert A. Fiedler, Carol C. Fisher, Elijah B. Freeman, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Murv L. Gardiner, Scott C. Girard, Robert J. Goforth, Lucius A. Gray, J. Randy Hall, John M. Handley, Holly D. Hayes, William C. Hayes, David C. Heil, James Henderson, Margret L. Henderson, Robert W. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, George Hunter, Kurt W. Johnston, William Jones, J. David Kivett, William R. Knox, Phyllis M. Kort, Thomas K. Lane, Donald E. Lannon, David T. Lee-Andrews, David E. Leininger, Ruth Ann B. Lenger, Joel M. Long, William J. MacDonald, Robert M. Matthews, Stephen P. McCutchan, Sam E. McGregor, Jr., Mary C. McNeal, Judson J. Milam, John L. Milholland, James F. Miller, James A. Mitcham, Jr., H. Reid Montgomery, Molly Dotson Morgan, Allen E. Morrison, Stephen A. Moss, Lisa M. Mullen, George H. Murray, IV.

N-Z

Gail Porter Nelson, Lisa T. Nelson, S. Curtis Patterson, A. B. Plexico, Phillip J. Pogue, Michael J. Poulos, Catherine J. Reed, Marie P. Reed, Leland A. Richardson, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Victor C. Scott, Dennis J. Sebesan, Jerold D. Shetler, Jeffrey D. Smith, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, William F. Stephens, III, Samuel Stevenson, Mark T. Stewart, Patricia F. Stewart, Jamie D. Stimson, Larry E. Summey, David H. Sutton, Erich W. Thompson, Dan M. Thornton, Rockwell P. Ward, A. Michael Warren, William C. Weckerly, Kellie E. Weekley-Mills, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Daniel C. Wilkers, Stephen H. Wilkins, James K. Wilson, Jr., William T. Wing, III, R. Scott Woodmansee, William J. Wrenn, Jr., Richard S. Wurst, Jr., Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, L Adlai Boyd, John C. Brearley, Carole F. Chase, Virginia Ann Cowfer, William J. Cowfer, M. Susan Dobyns, Robert C. Evans, III, Dusty K. Fiedler, Hewon Han, Guy W. Hunt, Jr., Walter W. King, William F. Lawrence, Jr., James E. Layman, Robert E. Lee, S. Edwin Lewis, B. Paul Lindsey, Steve A. Martin, James M. Mauldin, E. Thomas Miller, David C. Partington, Jamie Bibee Pharr, Steve M. Pharr, Joseph L. Pickard, Raymond W. Riddleberger, Paul N. Ridolfi, Al F. Thomas, Jr., W. Russell Ward, Jr., J. Gordon Williams.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., Dwight Lee Barker, Ernest M. Bradford, Edwin C. Brammer, Jr., Warren C. Brannon, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, George C. Carpenter, William H. Chappell, L. B. Colquitt, Jr., Frank C. Collier, Herbert H. Culler, Area Davidian, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris L. Fellows, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Henry J. Keating, Morton Kurtz, Julian Lake, William F. Long Wilkes D. Macaulay, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, William H. Morrison, Joseph B. Mullin, Robert E. Osman, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, John A. Redhead, Jr., Catherine J. Reed, Gerald N. Reiff, William C. Rhodes, Jr. Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Ernest L Stoffel, Harry S. Thomas, John G. Truitt, Jr., Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Janet B. Briscoe, Robert A. Bryant, Max E. Deal, William Riche DeLong, James T. Frazier, Larry W. Freeman, Philip H. Gehman, Sherron K. George, Carter B. Gillespie, Ann B. Jahnes, Robert S. Jeffords, Alyce M. Kelly, Robert M. Lewis, Z. Bradford Long, J. Roger Marrow, J. Herbert Nelson, Richard R. Osmer, Franklin L. Partridge, III, Grant M. Sharp, A. Carter Shelley, R. Page Shelton, Ethel C. Simonetti, Jerry M. Smith, Paul R. Snell, Stevan A. Snipes, John B. Talmage, Glenn C. Thomason, Benjamin F. Williams, Charles Williams, Paul D. Woodall, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Boyd Clapp, W. G. Wyrick, Allen Temple Margaret L. Cowan, Virginia Mott, Asbury Walter L. Rogers, Tom Sheppard, Asheboro First Ruth Allen, Bill Batten, Baird's Creek Gerald Staninger, Bethany (Statesville) Edgar Ingram, Bethel Jackie Gerringer, Bethesda (Ruffin) Edna Hudson, Mary Watlington, Bethesda (Statesville) Reid Cooke, Beulah Elizabeth R. Scott, Bixby Lib Cornatzer, Boone First Mary Ruth McRae, Buffalo Rachel Hartsell, Calvary Margaret S. Marks, Fred Tatum, Cameron Thelma G. Mills, Opal M. Stockton, Centre Jesse Cowan, Jr., Doug Dalton, (Presbyterian) Church of the Covenant John E. Barney, (Presbyterian) Church of the Cross Don Moore, Clemmons Gayle Priester, Community in Christ Marsha Hooks, Concord Joe Raymer, Cooleemee Grier C. Waller, Crestwood Luana Brock, Cross Roads J. C. Nicks, Dellabrook Annie M. Campbell, Emery L. Rann, Eden First Lyman Collins Elkin Gill Ripley, Faith I. E. Martin, Fellowship Cindy Core, Fieldstone Celeste Wilkinson, Fifth Creek John Brenner, Flat Rock Burton Dinkins, Forest Hills Helen Anderson, Forest Park Steve Wilson, Francisco Octavia Edwards, Franklin Cecil Coe.

G-M

Glendale Springs Juanita Dancy, Glenwood Edgar A. Mack, Grace Lois S. Brake, Treva Cundiff, Graham Bill Cooke, Greensboro First Vance Barron, Jr., Gloria Cowan, Betsy Harrington, Shirley Spears, Greenwood Harvey Carroll, Griers Minnie Margaret Butler, Guilford Park Abe D. Jones, Woody Reese, Hawfields Tim Covington, Meg Phipps, High Point First Sanders Dallas, Bo Morgan, Murray M. White, Jr., Highland Whaley Batson, Mike Culler, Hills Don Martinat, Jamestown Joanne Graham, Ken Lesley, John Calvin Ruth Jenkins, Kernersville First Marc Crouse, Korean First Moon Sik Hwang, Jung Kim, Lansing Lorene Powers, Laurel Fork Don Tucker, Lexington First Phyllis McGee, Bill McMurray, Lexington Second Curtis Morrow, Lloyd Elizabeth M. West, Vera Williams, Logan Irene Dye, Daisy M. Keaton, Madison George Penn, Mebane Ted Jones, Memorial Becky Atwell, Mocksville First Bob Wallace, Mooresville First Mark E. Auten, Paul W. Beaver, Craig A. Culberson, Mount Tabor Thelma Rankin Smith, Howard C. Taggert.

N-Z

New Creation Community Francis Young, New Salem Jeanne Cockrell, North Wilkesboro Ellen Lipscomb, Alisa G. Shomaker, Oak Ridge Jack Wagstaff, Old Town Katherine Kellogg, Parkway Dick Clausen, Marti Lohmeyer, Pilot Mountain First Jim Blackwelder, Jack Palmer, Pittsboro Mary Jane Cleveland, Bill Browder, Pleasant Grove Madalu Wright, Presbytery Moderator N. N. Fleming, III, Prospect Ralph H. Cloaninger, Helen C. Lyerly, Reid Memorial Edward Graham, Aurelia Young, Reidsville First Anne Scott, Saint Andrews Martha Jenkins, Saint James Louise f. Cummings, Lucy W. McLean, Catherine Rankin, Saint Paul (Greensboro) Howard L. Williams, Saint Paul (High Point) Sandra P. Tillman, Salisbury First Ann Blankenship, Linda Thurston, Salisbury Second Mary Coble, Sandy Ridge Cleo W. Ferguson, Sedgefield Van Cochran, Shady Side Charles England, Robert Gilchrist, Shiloh (Burlington) Pete Mattos, Siler City Edna Becker, Speedwell Ralph Alexander, Nori Torbert, Spencer Elinor Wilburn, Springwood Gwyn Ingle, Starmount Martha Farthing, Mitch Fore, Stony Creek Anne Hall, Taylorsville Alvin Woods, Third Creek Amy Padgett, Thomasville First Marian Greeson, Thyatira at Mill Bridge Bennett Silliman, Trinity (Salisbury) David Boger, Trinity (Winston-Salem) Thomas Hudspeth, Unity Roger Wilson, Vandalia Shelah Dianne Hines, Wentworth Doc Sherron, Westminster (Burlington) Bill Draver, Westminster (Greensboro) Bill Shular, Whispering Pines James G. Taylor, Winston-Salem First Mack Dagenhart, Dick Orr, James S. Price, Yadkin United Thomas O. Vinson, Yanceyville Laura Pearson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Danbury Community, Gulf, Mount Airy First, Mount Vernon Springs, Shallowford, Shiloh (Statesville), Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Bethany (Graham), Boonville First, Burlington First, Cleveland, Clio, Collinstown, Covenant, Dogwood Acres, Ebenezer, Edward Webb Memorial, El Bethel, Elmwood, Fairmont, Freedom, Hope View, Immanuel, Joyce, Little Joe's, Love Valley, Milton, Mocksville Second, Mount Jefferson, Mount Vernon, Oakland, Oakview, Old Providence, Peak Creek, Piedmont, Pine Hall, Pine Ridge, Randolph, Red House, Riverview, Rumple Memorial, Smyrna, Southminster, Sparta, Statesville First, Stoneville, Trinity (Elon College), Yadkinville.

The following Church Educators were enrolled:

Sammie Braxton, Sylvia Collier, Carol Edwards, Evelyn Edwards, Rebekah Lee-Andrews, Gin Reid Mitchem, Pat Smith, Edye Williamson.

The following Corresponding Members were present:

Lee Adkins, New Hope Presbytery.

The following Administrative Staff were present:

Judy Brock, Willie D. Garvin, Brenda Nance, Phyllis L. Plyler, Esther Preston, Sara Williams.

The following Visitors were registered:

G. Douglas Aitken, Jr., Juanita J. Allen, Gladys W. Bailey, Larry Barlow, Annie M. Bates, Margaret C. Carr, Roy P. Carr, Bobbie Carter, Fred Carter, John H. Coble, Yvonne Cockerham, Colleen Collins, Frances Dinkins, Julia C. England, Bethan Faust, Mary Sue Ferguson, Neel Fleming, Margaret Freeman, John Hamil, Larry Harper, Leona Harper, Euvatee Henderson, Martha L. Higgins, Thomas Allen Huff, Helen Hunter, Jabe Hunter, Cynthia Kirkman, Ralph Lanier, Neal Lannon, Jean Linney, Christie Leininger, Marty McClain, Angus McGregor, Hazel McNeely, James Miles, Jane Miller, Mary N. Mitcham, Patsy Morrison, Martha Overman, Horace Penn, Ed Powers, Rainey M. Ratchford, Gertrude M. Reid, Julia Richmond, Mary Rickert, Fiammetta Rivers, Francis Rivers, Carter Robertson, Charles Rodenbough, Marvetta Rogers, Otis B. Scott, James Sechrest, Bob Snyder, Skip Stansell, Annie Taggert, Vada C. Tatum, Peggy Trimble, Lynn Turnage, Harvey Walker, Muriel Ward, Tom Wrenn, Rosa Yourse.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Murray White, Moderator of Council.

ACTION:

1. The Docket for the Thirtieth Stated Meeting of Salem Presbytery was adopted. (Appendix A, pp. 81-83.)

OMNIBUS MOTION

Murray White, Council Moderator, presented the Omnibus Motion. Following the removal of items #5 from the Committee on Ministry report, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by the host pastor, The Rev. James K. Wilson. Information regarding the facilities and arrangements for the meeting were presented. The Moderator welcomed Elders attending Presbytery for the first time. The following ministers from other presbyteries or denominations were introduced and welcomed and seated as Corresponding Members: Lee Atkins, New Hope Presbytery.

ECUMENICAL VISITORS

Jim Wilson introduced The Reverend Warren Pittman, Rector, All Saints Episcopal Church, and The Reverend Bernie Hess, Pastor, Our Father Lutheran Church. Each spoke briefly to the Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, p. 84.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Minutes of Commissions to Ordain and/or Install Pastors were admitted to record. (Appendix C, pp. 85-86.)

THEME PRESENTATION: CHURCH DEVELOPMENT DIVISION

Marsha Hooks introduced the Theme Presentation. With the use of a computer enhancement, Ron Bowie (Evangelism Committee Moderator), Bill Hayes (Small Church Support Committee Moderator), and Bill Cleveland (Church Development Committee Moderator) presented a lively panorama of the Division's work.

Ron Bowie presented a certificate recognizing Asheboro First's adoption of "A Commitment to Evangelism".

PRESBYTERY COUNCIL

Murray White, Jr., Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED BY COUNCIL:

1. At the request of the Worldwide Ministries Committee, Council endorsed the " One Million Women Building Their Dream" project at a Latin-American Biblical Seminary in San Jose, Costa Rica.

2. Council approved the concept of a Restoring Creation Enabler and will refer this to the Staffing Pattern Task Force for a recommendation.

3. Council voted to hold four Town Meetings in four scattered locations during the months of April and May. Council asked the Evangelism Committee to provide training and discussion of ways to carry out Presbytery's evangelism priority during these Town Meetings. Council approved the format the Evangelism Committee plans to use for these meetings.

4. Council voted to request the Committee on Ministry to include in each of their stated meeting reports a list of which churches have received triennial visits since the last Presbytery Meeting.

5. In honoring the life and service of the now dissolved Harmony Presbyterian Church, the Administrative Commission charged to oversee that process and to appropriately care for or disburse any remaining assets reported to Council that funds from the sale of the manse of the Harmony Church ($52,269.57) have been designated for New Church Development in Iredell County.

6. Acting as Trustees, Council approved a request from High Point First to spend $75,000 on a parking lot. The $75,000 is being paid to the church by the city for 5,400 square feet of property which the city is taking.

7. Council approved the request of Hunger Committee to use $7,500 from Hunger Funds to send Charles and Marion Cameron and George Carpenter to a Board Meeting in Ghana in April.

8. Council voted to recommend to the Goals and Evaluation Committee that the time of the present committee members be extended to December 31, 1996. The time between now and then will be used to form the new cluster structure, if approved by Presbytery; elect new personnel for the clusters; and have time for orientation before beginning 1997 with a new plan and personnel in place.

9. Council voted to adopt a few minor changes in the Presbytery Staff Personnel Policy to clarify the section concerning Employee Benefits.

10. Council appointed a Task Force to deal with covenants and requests, with Revenue Neutral Transfer of Synod Funds, and with policies concerning docket time for institutions and agencies.

11. Council elected Alyce Kelly Vice-Moderator of Council.

12. Council voted to participate with other presbyteries in contributing $25.00 to the "James Andrews Portrait Fund." Dr. Andrews is the Stated Clerk of the General Assembly and will retire after this summer's meeting.

13. Council approved the following dates:

Town Meeting at Cameron	April 21, 1996
Town Meeting at Vandalia	April 28, 1996
Town Meeting at Beulah	May 15, 1996
Town Meeting at Shallowford	May 23, 1996
Stewardship Workshop	May 11, 1996
Pathways at Parkway	October 12, 1996
Worldwide Ministries Mission Conference	January 18, 1997

1997 Salem Presbytery Meeting Dates and Places:

February 1	Burlington First
(February 8 - Inclement weather date)	
April 22	Highland

July 18-19
October 21

INFORMATION FROM COUNCIL:

1. Five representatives from Salem Presbytery will attend a Consultation on Finances sponsored by the Synod of the Mid-Atlantic March 28-29 in Richmond:Mack Dagenhart, Neel Fleming, Willie Garvin, John Handley, and Jud Milam.

2. As a result of a suggestion made following the February Presbytery Meeting, a box will be provided at each Presbytery Meeting for the recycling of unwanted paper.

3. Representatives from Salem Presbytery have met with representatives from New Hope Presbytery and Springwood Church concerning the Foust Trust Fund.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEES:

1. Council concurs with the recommendations of the Budget and Finance Committee.

2. Council concurs with the recommendations of the Evangelism Committee concerning the Town Meetings.

In its earliest years Salem Presbytery approved a temporary policy (to be reviewed at an undesignated time) prohibiting the payment of honoraria to ministers, educators, musicians, as well as members of our local congregations for leadership in Presbytery sponsored events (example: Pathways, Worldwide Ministries Conference, etc.). The Council is most appreciative of the ways in which "our own" have shared their skill, wisdom, and commitment. Their gifts have contributed to enhancing and enriching the abilities and effectiveness of hundreds of the leaders of our congregations. The Council believes that asking our own to share their strengths as a gift to the work and worship of Salem's 156 churches has worked well. Their generosity deserves our warmest "Thank You". The Council makes:

ACTION:

2. The following policy was adopted as a permanent policy of Salem Presbytery:

   No honoraria will be given to the members of Salem Presbytery or of the constituent churches of Salem Presbytery for leadership of workshops or other Presbytery events. However, travel and expenses for workshops should be vouchered expenses of Presbytery.

The Council believes that Overtures to Synod or General Assembly should be carefully thought through and recommendations of a representative committee in response should be circulated in the pre-presbytery packet for better preparation of minister members and elder commissioners for the vote at a Presbytery Meeting. Recommendations 3 and 4 follow that concern for providing opportunity for both the Overture Committee and the Presbytery to make a more informed and considered judgement in response to whatever concern is being raised.

ACTION:

3. A policy was adopted that any Overture proposed to be sent to the General Assembly submitted by a session should arrive at Presbytery's Office six weeks prior to the Presbytery Meeting at which it is to be considered.

ACTION:

4. Presbytery approved a policy whereby the principal commissioners at a General Assembly which proposes changes in the Constitution to the presbyteries will sit as the Amendments Study and Recommendation Committee to be presented at the following February Presbytery Meeting. Further, the principal commissioners for the next meeting of the General Assembly will sit as an Overtures Committee to recommend to the Presbytery actions on proposed overtures submitted.

BARIUM SPRINGS HOME FOR CHILDREN PRESENTATION

Robert W. (Skip) Stansell, Jr., Director of Barium Springs Home for Children, spoke briefly on behalf of the Home.

ANNOUNCEMENTS

Rainey Ratchford of Grandfather Home for Children made an announcement regarding the Father's Day Offering.

Nori Torbert of the Women's Ministry Committee promoted a workshop at St. James Church, Greensboro, on May 4 featuring Dr. Isabel Rogers.

UNDERSTANDING/OVERCOMING RACISM FOLLOW-UP

David Kivett and Sam Stevenson discussed follow-up suggestions and proposals on racial justice issues.

How to Overcome Racism: Suggestions from the Small Group Discussions During the February 10, 1996, Meeting of Salem Presbytery

Relating to education:

1. Help develop race relation classes for 5th & 6th grade church school
2. Provide other experiences for our children in race relations
3. Require all officer training include training in race relations
4. Develop a history of Black Presbyterians from both White & Black perspective
5. Challenge inaccurate stereotypes such as "welfare mothers"
6. Provide a list of organizations pursuing racial justice
7. Insist on diversity in offerings in presbytery seminars

8. Insist on diverse leadership in Presbytery events
9. Develop map identifying location of minority churches and information about these churches
10. Develop ways to affirm racial diversity and cultural gifts
11. Pay attention to where the hurt is
12. Provide scholarships for Black pastor and lay to attend educational events
13. Take active role in combating racial injustice in the communities that are included in our Presbytery

Worship:

1. Offer race relations Sundays
2. Exchange preachers
3. Exchange choirs
4. Encourage members to attend a church of a different ethnic makeup
5. Presbytery Worship should reflect our diversity
6. Especially with elements of Black worship including music
7. Include prayer as an important part of our work on race relations
8. Explore how worship might help combat racism

Structure:

1. Examine the nomination procedure -- especially GA nominations
2. Develop better lines of communication and structural integrity
3. Examine bias of new church development and redevelopment strategies
4. Investigate institutional racism in all parts of Presbytery
5. Does Committee on Ministry respond promptly to inquiries of minority churches
6. Reduce number of committees so as not to dilute or overwork minorities
7 Encourage ethnic churches to submit more names to Nominating Committee
8. Have more frequent meetings of Presbytery, perhaps half day meetings and have at least two focus on issues and fellowship
9. Create a racial justice committee
10. Encourage Sessions to come up with their own goals in response to the covenant for racial justice

Dialogue suggestions:

1. Repeat the small group experiences frequently -- maybe once a year
2. Emphasize the Christ in me and the Christ in you part of dialogue
3. Provide a "How to get started" model for churches to start their own dialogue
4. Perhaps start dialogues in the different districts of Presbytery
5. Have a Presbytery retreat on race relations
6. Have town meetings on race relations
7. Encourage exchanges in areas other than worship such as women of the church events, men's groups, pot luck suppers, etc.
8. Make sure youth events have inter-racial leadership
9. Encourage minority youth to participate
10. Develop a camping program that would have inter-racial appeal

Laura Spangler presented the recommendations of the Inter-racial Dialogue Group.

ACTIONS:

5. Salem Presbytery adopted the following Covenant for Racial Justice as amended:

A Presbyterian Covenant for Racial Justice

Salem Presbytery commits itself to the work of racial justice. To this end, Salem Presbytery pledges:

- To pray regularly for the healing of racism within ourselves, our families, our churches, our communities, our country, and around the world.
- To recognize the presence of racism in our church and our society and have courage to confront racism.
- To study and meditate upon the way of justice according to Jesus' teachings and apply this learning in our living.
- To remain involved in the struggle against institutional racism by: (a) joining with at least one organization that is also dedicated to racial justice; (b) participating in an interracial group and seeking to understand the perspective of those who are different from us; and (c) facilitating inter-racial dialogue and inter-racial activities between the churches of Salem Presbytery.

6. The Committee on Social Justice was asked to evaluate our progress with respect to the covenant and report to us on their recommendations.

WORSHIP & MUSIC COMMITTEE

Julia Richmond, Moderator

Julia Richmond promoted the "Spring Worship Festival" being held at Mount Tabor Presbyterian Church in Cleveland on April 27 and the Montreat Summer Workshop/Conference. Scholarships are available for the summer workshop.

GOALS & EVALUATION COMMITTEE

Norman Whitney, Moderator

As reported to the Twenty-Ninth Stated Meeting of the Presbytery, the critical point in adopting the proposed structure centers on the Presbytery's commitment to the cluster concept for planning and carrying out its work.

Within the new structure, a cluster will be assigned specific areas of concern for which it has the responsibility to plan and implement the Presbytery's work. Compared to our current organizational pattern, the clusters will appear smaller. It is not envisioned that each cluster will have an array of standing committees; rather, the leadership team of each cluster will assign the work to be done to a fairly small task group which will identify ways to effectively organize and carry out its assigned task.

Once the planning on an assigned task has been done, the cluster leadership team will present its proposal to the Council of Salem for review and subsequently to the Presbytery for approval. The cluster will follow through on the implementation of any approved plans. It is envisioned that some approved plans will be presented and managed by two or more clusters working together.

Cluster activities will be managed by a three-member Leadership Team composed of a moderator (who is appointed by the Presbytery), a staff advisor (who is designated by the Presbytery Executive), and a liaison person (who is appointed by the Council). Each member of the team will have his/her specific administrative purpose.

The Moderator provides team and cluster leadership and reports to the Presbytery and/or the Council as designated for that specific cluster.

The Council Liaison becomes the connective link between the cluster and the Council by informing the Council concerning the work of the cluster and by informing the cluster concerning the plans of the Council.

The Staff Advisor provides for a continuity of cluster function by putting his/her expertise at the disposal of the cluster and by reporting to the Presbytery Executive concerning the work of the cluster.

At any point the Council may name consultants to the clusters to help in accomplishing a particular task. Consultants serve on the leadership team as resource persons, but have no vote in the cluster. Clusters may recommend the appointment of consultants by the Council as the need may arise.

The success of the cluster concept depends on careful planning, communications, and follow-through.

ACTION:

7. The new Organizational Plan was approved for immediate implementation so that the new structure can be operational by January 1, 1997. (Appendix D, pp. 87-98.)

ACTION:

8. The present Class of 1995 which is still in place through June, 1996, through previous action of Salem Presbytery, is requested to continue their work through December 31, 1996, while the new structure is being put together.

Presbytery expressed appreciation to Moderator Norman Whitney and the Goals and Evaluation Committee for their diligence in preparing the new Organizational Plan.

NOMINATING COMMITTEE
Sam McGregor, Moderator

ACTION:

9. The following persons were elected as 1996 General Assembly Minister Commissioner Alternates:

   Rev. E. B. Freeman (St. Paul, High Point)
   Rev. J. David Kivett (Reidsville First)
   Rev. Phyllis M. Kort (Burlington First)
   Rev. John A. Wilkerson, Jr. (Alamance)

ACTIONS:

10. The following persons were elected as 1996 Minister Commissioners to the Synod of the Mid-Atlantic:

Rev. Robert C. Evans	(Oak Ridge)
Rev. David C. Heil	(North Wilkesboro)
Rev. Alyce M. Kelly	(Allen Temple)
Rev. Ruth Ann B. Lenger	(Spencer)

11. The following persons were elected as 1996 Elder Commissioners to the Synod of the Mid-Atlantic:

Ms. Elenor Durham	(Westminster, Burlington)
Ms. Joanne Graham	(Jamestown)
Mr. Fred Ward	(Parkway)
Ms. Ruth Taylor	(Mt. Vernon)

12. The following person was elected as the 1996 Youth Advisory Delegate (YAD) to the Synod of the Mid-Atlantic:

Mr. Charlie Lee	(Asheboro First)

13. The Council was given the authority to approve any Alternate Commissioners as recommended by the Nominating Committee.

BUDGET AND FINANCE COMMITTEE

Judson Milam, Moderator

1995 Financial Update: Some good news--Income Exceeds Expectations! Salem Presbytery's benevolence budget anticipated receipts of $1,750,000 in 1995; actual receipts totaled $1,763,474. The Presbytery received $1,139,776 from benevolences and program receipts (general operating and mission) and expended $1,022,510. Excess receipts over expenditures totaled $117,266. Commitments to higher governing bodies were made in a timely manner. The continuing bad news is that income in 1995 was still less than in 1994 ($1,774,778).

In other actions of the Finance Committee, Loan and Grant Funds guidelines have been brought in line with audit recommendations and are recommended for approval.

ACTION:

14. The $109,500 of year-end unspent funds were allocated as follows:

    A. $10,000 to cover 1995 deficit expense at Camp New Hope;

    B. $40,000 for Freedom Flagship Ministries;

    C. $50,000 to Church Development Fund;

D. $4,500 for Lay Preacher Training;

E. $5,000 for Campus Ministry.

ACTION:

OM

15. The following changes were made in the Loan and Grant Guidelines:

A. That the Church Development Fund be combined with the Grant Fund and made available for use as Church Development and Church Redevelopment Grants and property purchase for New Church Development. This fund to be known as Church Development/Redevelopment Fund.

B. That Interest from the Church Development/Redevelopment Fund be retained by the Fund.

C. That Interest from the General Loan Fund be used to restore the General Loan Fund to a designated Fund Balance of $150,000; additional Interest may be transferred to the Church Development/Redevelopment Fund.

MEMORIAL FOR JOHN E. ELIASON

Early on Monday morning, November 6, 1995, death came as a friend to one of God's unique creatures and servants, John Eliason. Its arrival was no surprise; John had known for 18 months that he had "Lou Gehrig's Disease". He maintained his composure and his unique sense of humor even as he struggled with the increasing restrictions on his variety of activities.

John Eliason began life as a northerner. He was born in Ballston Spa, N.Y., on June 23, 1930, and was reared there. John was graduated from Geneva College, Beaver Falls, Pa., with a degree in History. After working a couple of years, he received a divine call to the Christian ministry and fatefully headed south to Richmond to enroll in Union Seminary for his theological education and his profound conversion to the mindset and lifestyle of the South. At that institution John earned both Master and Doctor of Ministry degrees.

Through his 37 years of ministry in the Presbyterian Church, John fulfilled with unusual excellence the role of pastor in only three churches, all of which were in the same Presbytery, even though the names of the Presbytery and the Denomination changed. His first pastorate was Hope View Church in Greensboro. After five years he was called to Siler City Church, where he lived and ministered for another five years before moving to Piedmont Church in Burlington where he was pastor for an exceptional 26 years until his retirement due to disability in June of 1995. Members of each of those parishes attribute to the nature of John Eliason's life and ministry much of their solid growth in the Christian Faith.

While serving in Siler City, John met and married the former Peggy Dowd, who was ever the apple of his eye. John and Peggy have two sons and a daughter and four grandchildren.

In Orange and Salem Presbyteries, John Eliason played important roles in numbers of our major committees. Often the pensive one, colleagues listened when he spoke, in the knowledge that what he had to say was well thought through and governed by compassion.

John was ever deeply involved in the communities where he lived. He served as president of the Burlington Area Ministerial Association, the PTSA of both elementary and high school, the Senior Citizens Advisory Board, the Broad Street Senior Citizens Center, and of the Burlington Civitan Club. He served as Chaplain of United Way and was active on the Board of Directors of the YMCA. He was a member of the Auxiliary of Alamance Regional Hospital and was an active Shriner.

Besides his deep commitment to Christ, John will long be remembered as a humorist of professional caliber. When called upon by a church or civic club for a fellowship occasion, he repeatedly delivered side-splitting monologues that were superb in both timing and content. Even in his casual contacts with neighbors and friends about town, John customarily bestowed upon them something to make their days more pleasant.

We salute and celebrate the life and labors of Dr. John Eliason. We mourn his death even as we recall with much gratitude the zest for life and the devotion to Christ he so generously displayed in the course of his ministerial lifetime.

Written by Warren C. Brannon

ACTION:

16. Presbytery directed that this memorial be entered into the Minutes of Salem Presbytery and that a copy be sent to Mrs. Peggy Eliason.

CELEBRATION OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for The Reverend Donald E. Lannon led by Mike Warren. Joanne Hull spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Lannon a framed Certificate of Retirement on behalf of Salem Presbytery.

LUNCH

Presbytery adjourned with prayer at 12:30 p.m. for lunch.

AFTERNOON SESSION

SERMONS BY CANDIDATES FOR ORDINATION

The Presbytery divided into two groups to hear sermons by two Candidates for Ordination. Francis James Rivers preached a sermon entitled, "The Redeeming Power of Those Outside", from Mark 4:1-12; and Thomas Allen Huff, Jr. preached a sermon entitled, "Good News or Old Hat", from Isaiah 55:6-13 and John 14.

The Moderator then reconvened the Presbytery at 1:50 p.m., and Harvey Walker led the Prayers of Thanksgiving and Intercession and the dedication of the 2¢-A-Meal/Pennies Offering.

STEWARDSHIP EDUCATION COMMITTEE

Cynthia Kirkman, Moderator

Cynthia Kirkman promoted a Stewardship Education Workshop to be held at Shallowford Presbyterian Church on May 11.

EXAMINATIONS COMMITTEE

J. David Kivett, Moderator

Presbytery proceeded with the examination of candidates Francis James Rivers and Thomas Allen Huff, Jr. They have passed the General Assembly Standard Exams, received diplomas from an accredited theological school, and have been examined by the Examinations Committee of Presbytery.

RECEPTION OF FRANCIS JAMES RIVERS

ACTION:

17. Presbytery approved the committee and floor examination and sermon of James Francis James Rivers.

    a. Francis James Rivers was received and will be ordained by Salem Presbytery as a Chaplain and Supervisor-in-Training at North Carolina Baptist Hospital, Winston-Salem, North Carolina. (See also Action 20, p. 74.)

    b. His credo which follows was approved:

I believe in God, the creator of all things, whom we experience as incandescent mystery (Exod. 3:14) but whom Jesus Christ taught us to call "Abba." I believe that human beings were fashioned to exist not only in relationship to this God, but in community with, and for, one another (Gen. 2:18). I believe that God raised up a people, Israel, to serve as witness to the faithfulness and liberating power of YHWH (Deut. 26:5-9) and to be the conduit of a blessing for all peoples of the earth (Gen. 12:3). I believe that God established a covenant with Israel and inspired prophets whose task it was consistently to remind the Israelites of the claim that God had upon their lives, both individually and collectively (Isaiah 1:15-17).

I believe in Jesus Christ, the only son of God, and believe that He was both fully divine and fully human. Through His life and ministry, Jesus taught us that the touchstone of humanity lies in trustful obedience to, and reliance upon, God. Through His death and resurrection, Jesus taught us that, although we are sinners living in a world marred by sin (I John 1:8), we are not without hope. By pitching His tent among us for awhile (John 1:14), Jesus did (and continues to do) what we could not (and cannot) do for ourselves: He heals us and sets us free to be of service to God and to one another.

I believe in the Holy Spirit, which is the Advocate whom Jesus promised to His disciples (John 14:16-17, 26), and which makes faith possible (Acts 2:38). I believe that the Spirit blows where it chooses (John 3:8), and that we constantly are surprised by the way in which the presence of the Spirit can render meaningful the reading and preaching of Scripture and make possible the call of women and men into lives of discipleship, service and Christian witness.

I believe in the holy, catholic Church, which is the body of Christ on earth. I believe that the hallmarks of this Church are the public proclamation of the Word of God and the administration of the sacraments of Baptism and the Lord's Supper in a manner which fosters acknowledgment of God's unmerited grace and persistent faithfulness. I believe that discipline in the life of the Church reflects the creative tension between grace and order, between the freedom to which we are born in Christ (Gal 5:1) and the injunction of Christ to follow Him in the way of the cross (Mark 8:34). I also believe that the

Church, as symbol and portent of the kingdom, is called to do justice and to love kindness (Micah 6:8), called not only to provide bread for those who are hungry, but to foster a hunger for justice in those who have bread. Finally, I believe that the Church is not an end in itself, but derives its purpose from the Word of God (Isaiah 55:10-11). I believe that Jesus Christ is the head of the Church, having called it into being, and that the Holy Spirit is the means by which the Church experiences renewal and is enabled to speak the language of the human heart to all people in all times and places.

c. The following Administrative Commission was approved to ordain Francis James Rivers at Highland Presbyterian Church, Winston-Salem, North Carolina, on August 18, 1996, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
John Handley	Preside & Propound the Constitutional Questions	Minister
Mark McDonough (Guest)	Preach the Sermon	Minister
R. Michael Stewart (Guest)	Charge the Minister	Minister
Ruth Ann B. Lenger	Charge the Congregation	Minister
Willie Garvin	Lead in Worship	Elder
Fred Tatum	Lead in Worship	Elder
Esther Preston	Prayer of Ordination	Elder

d. Mr. Rivers was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF
THOMAS ALLEN HUFF, JR

ACTION:

18. Presbytery approved the committee and floor examination and sermon of Thomas Allen Huff, Jr.

a. Thomas Allen Huff, Jr. was received and will be ordained by Salem Presbytery and installed as Pastor of the Cross Roads Presbyterian Church, Mebane, North Carolina.

b. His credo which follows was approved:

The Reformed Christian faith which I profess and which joins us together begins with and is sustained by the Triune God, whose self-revelation we encounter to a significant extent in God's creation, but to a much greater, much more definitive and personal extent in the biblical story of God's chosen people of Israel; in the life, death and resurrection of Jesus Christ as attested to in Scripture; and in the story - and the very existence - of the Church whose beginnings are described in the book of Acts.

Through the history of the people of Israel we meet the sovereign God who creates us in God's own image, then loves, covenants, protects, judges, forgives and renews us. In this story it is clearly God, who, like a loving Parent (Father or Mother), takes the initiative to seek out the Hebrew people and to establish a relationship of mutuality, a covenant, with them. When the people are faithful, God's love sustains them and exalts them. When they are selfish and faithless, God's love judges them and causes them to repent and return to God and God's commandments.

When God deemed it appropriate, God entered human history in the decisive and radical event of the person and work of God's only Son, Jesus Christ. Jesus Christ was both fully human: a first-century Jew who was born of a woman named Mary; and fully God: Emmanuel, God Incarnate, co-eternal, co-equal and co-creator of the world with God. Jesus' life was itself a proclamation of the Gospel, but it culminated in His death and resurrection. The resurrection is the very reason for the existence of the Christian faith and the Church, it being the fullest self-expression of who God is and of the grace of God's forgiving, reconciling and self-giving love for us. Through the power of the resurrection, God defeats sin and death, and frees us to live Christ-like lives in the very real presence of God, proclaiming the Gospel of salvation to all people and loving all our neighbors. In the light of Jesus Christ, then, the history of Israel becomes the first chapter of God's salvation history.

God also comes to us in the person of the Holy Spirit, also called the Sustainer, Comforter and Advocate, who was promised by Jesus at His ascension and whose dramatic coming is described in Acts 2. God the Holy Spirit is understood to be equal in all things with God the Father and God the Son. In baptism and the Lord's Supper the Holy Spirit's presence is itself the very presence of the Father and the Son.

The Spirit binds us to Christ, enlightens us to the work of God in the world and makes us able bearers of God's word to the world. Through the illumination of the Spirit, certain people were moved to observe events, reflect on them in the light of faith, and to record those events in oral traditions and in writing. These stories now comprise our Holy Bible, a book which testifies to the creative and active presence of God in the world, and through which God is known and God's will is discerned.

Though at times it may take a vivid imagination to recognize, God's continued activity in the world may also be seen through the worship and work of that community known as the Church. Scripture calls the Church the body of Christ, and as such it is called out to bear witness to the reality of the Kingdom of God which is "already but not yet" in our midst. We carry out this witness by continuing Jesus' ministry of proclamation, reconciliation, compassion and justice.

My purpose in life is to glorify, enjoy, love and serve God by studying God's Word, and proclaiming it in my own words and actions. It is a great privilege to begin my ministry in Salem Presbytery with this statement and my pledge to be a faithful servant of our Lord and Savior, Jesus Christ.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Huff and Cross Roads Presbyterian Church, Mebane, North Carolina, effective April 15, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$22,250.00
Manse Allowance	4,000.00
Automobile Reimbursement	2,900.00
Continuing Education	750.00

Board of Pensions	Provided
Moving Costs	Provided
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to ordain/install him at the Cross Roads Presbyterian Church, Mebane, North Carolina, on June 2, 1996, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Phyllis Kort	Preside & Propound the Constitutional Questions	Minister
Tom Bagley (Guest)	Preach the Sermon	Minister
Trish Anderson	Lead in Worship	Elder
James Rissmiller	Charge the Congregation	Minister
Carol Fray	Charge the Minister	Elder
Thomas Vinson	Prayer of Ordination/Installation	Elder

e. Mr. Huff was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF ANGUS MCGREGOR

ACTION:

19. The Reverend Angus McGregor was received under a new policy recommended by the Examinations Committee and adopted by the Committee on Ministry, which allows a minister who has been examined by the Examinations Committee within a three-year time frame to transfers back to labor within the bounds of Salem Presbytery without being examined again by the Examinations Committee. The Committee on ministry reserves the right to refer ministers to the Examinations Committee as needed. This policy in particular refers to Interim Ministers. (See Book of Order G-11.0502h.)

Mr. McGregor was instructed to sign the Book of Obligations required of a minister to be enrolled in Salem Presbytery.

COMMITTEE ON MINISTRY

Jim Rissmiller & Ann Jahnes, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

1. Concurred with the action of the Session of Presbyterian Church of the Covenant, Greensboro, North Carolina, in employing The Angus McGregor to serve as Interim Pastor from February 1, 1996, through April 30, 1996.

2. Concurred with the action of the Session of New Salem Presbyterian Church, Stony Point, North Carolina, in employing The Reverend H. Reid Montgomery, HR, to serve as Interim Pastor for a period of six months beginning December 1, 1995.

3. Concurred with the action of the Session of Glenwood Presbyterian Church, Greensboro, North Carolina, in employing The Reverend Robert E. Button to serve as Interim Pastor for a period of one year beginning January 1, 1996.

4. Concurred with the action of the Session of Springwood Presbyterian Church, Whitsett, North Carolina, in employing The Reverend John G. Truitt, HR, to serve as Temporary Supply for a period of six months beginning March 1, 1996.

5. Triennial Visitations for 1992-1995 have been reported per Attachment 1.

6. Concurred with the action of the Session of the Presbyterian Church of the Covenant, Greensboro, North Carolina, in extending the employment of The Reverend Angus McGregor as Interim Pastor for a period of six months beginning May 1, 1996.

7. Concurred with the action of the Session of the Pine Hall/Sandy Ridge Presbyterian Churches, Pine Hall/Sandy Ridge,North Carolina, in the employment of The Reverend Jean Rodenbough to serve as Interim Pastor for a period of one year, beginning April 10, 1996.

8. Concurred with the action of the Session of the First Presbyterian Church, Lexington, North Carolina, in the employment of The Reverend Patricia Stewart as Parish Associate beginning April 22, 1996, per G.140515.

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

MINISTERS TRANSFERRING TO ANOTHER PRESBYTERY

1. The Reverend Nathan Byrd was transferred from Salem Presbytery to West Jersey Presbytery.

2. The Reverend William Metzel was transferred from Salem Presbytery to Presbytery of the James.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

TRANSFER OF MINISTER INTO SALEM PRESBYTERY

ACTION:

20. The work of Francis James Rivers as a Chaplain and Supervisor-in-Training at North Carolina Baptist Hospital, Winston-Salem, North Carolina, was declared a validated ministry per G-11.0403.

HONORABLE RETIREMENT

ACTION:

21. Presbytery concurred with the request of The Reverend Don Lannon to be retired, effective February 1, 1996.

22. Presbytery concurred with the request of The Reverend Grant M. Sharp to be retired effective October 15, 1996; and following the affirmative action of the congregation of the First Presbyterian Church, Statesville, North Carolina, the pastoral relationship will be dissolved and the pulpit be declared vacant effective October 15, 1996; and the service of retirement will be held at the October meeting of Presbytery.

23. Presbytery concurred with the request of The Reverend J. Roger Marrow to be retired effective June 30, 1996, and will recognize the status of Honorable Retirement for him at the July meeting of Presbytery.

MINISTER MOVING WITHIN SALEM PRESBYTERY

ACTION:

24. The covenant between The Reverend Joe Louis Spears and the Advisory Board of the Freedom Ministry of Salem Presbytery to serve as Parish Pastor (Mt. Tabor and Cameron Presbyterian Churches)/Program Director for Freedom Ministry (Appendix E, pp. 99-100) was found to be in order. The effective date of this relationship is May 1, 1996.

25. The call of the Cameron Presbyterian Church, Statesville, North Carolina, to The Reverend Joe Louis Spears to serve as Pastor (one-half time) was found to be in order; the terms of call (printed below) were approved; and the call was placed in his hands. The Committee On Ministry is satisfied that this congregation has satisfied the EEO provisions of the Book of Order (G-11.0502 g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date of the call is March 1, 1996.

Salary	$8,558.00
Housing Allowance	3,158.00
Utilities Allowance	554.00
Automobile Reimbursement	600.00
Continuing Education	125.00
Board of Pensions	Provided
Vacation	Four weeks
Study Leave	Two weeks

The following Administrative Commission was approved to install him as Pastor of the Cameron Presbyterian Church, Statesville, North Carolina, and Program Director for Freedom Ministry on June 2, 1996, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Esther Preston	Preside & Propound the Constitutional Questions	Elder
James Henderson	Preach the Sermon	Minister
Malcolm Bullock	Charge the Minister	Minister
James Steele	Charge the Congregation	Elder
Roy Carruth	Lead in Worship	Elder
Phyllis Chambers	Lead in Worship	Elder
Michael Warren	Prayer of Installation	Minister
Murv' Gardiner	Invocation	Minister

RELEASE FROM THE EXERCISE OF ORDAINED OFFICE

ACTION:

26. Presbytery concurred with the request of The Reverend Ethel C. Simonetti to be released from the exercise of the ordained ministry effective April 23, 1996, and to give her a certificate of membership to Eno River Unitarian Church, Durham, North Carolina per G.11.0413-11.0414.

D. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY TO BE LISTED IN THE OMNIBUS MOTION

OMNIBUS MOTIONS

ACTION:

27. The Reverend Marie Reed was renewed as Stated Supply of the Yanceyville Presbyterian Church, Yanceyville, North Carolina, for a period of one year from March 1, 1996, to February 28, 1997.

28. The Reverend James Rissmiller was appointed Moderator of Session for the Bethel Presbyterian Church, McLeansville, North Carolina, for a period of one year from March 1, 1996, to February 28, 1997.

29. The Reverend Linda Blessing was appointed Moderator of Session for the Francisco Presbyterian Church, Westfield, North Carolina, for a period of one year from March 1, 1996, to February 28, 1997.

30. The Reverend Morton Kurtz was appointed Stated Supply of the Piedmont Presbyterian Church, Burlington, North Carolina, for a period of six months beginning March 1, 1996.

31. The Reverend Worth Watts was appointed Stated Supply of the T0rinity Presbyterian Church, Elon College, North Carolina, for a period of six months beginning March 1, 1996.

32. The attached 1996 Terms of Call provided for Presbytery was approved as the record of Salem Presbytery. (Appendix F, pp. 101-113.)

MEMORIAL FOR WATT MARTIN COOPER

Watt Martin Cooper was born August 21, 1905, in Graham, NC. On May 20, 1930, he married Mary Gambill, who survives. A son, W. Larry Cooper, also survives. Mr. Cooper received the Master of Divinity Degree from Yale University Divinity School in 1933 and was ordained by Orange Presbytery on October 9, 1934. He served as Assistant Pastor in Chapel Hill, NC, and was then called to the North Wilkesboro Church as Assistant Pastor in 1936. He served as Pastor of the North Wilkesboro Church from 1938 until 1942 when he entered the U. S. Navy as a Chaplain. He returned to North Wilkesboro Church in 1945 and served until October of 1949. The North Wilkesboro Church called him a third time as Pastor in May 1957, and he served until his retirement on August 31, 1970.

Following are excerpts from the eulogy written by Price H. Gwynn, III, and delivered on November 26, 1995, at the Steele Creek Presbyterian Church, Charlotte, NC.

Watt Cooper was a man I respected, admired and loved. He was a pastor, friend, spiritual mentor. For me he had one character trait, one attribute that set him apart, made him different, that validated his life and ministry.

Watt Cooper was real. You may be puzzled. Aren't we all real? There are no apparitions here, no ghosts, only flesh and blood.

True, but I allude to something more. To explain, let me use the imagery of Margery Williams in her magical children's book, The Velveteen Rabbit. "Does it hurt to become real?" he asked. "Sometimes," said the Skin Horse, for he was always truthful, "but when you're real you don't mind being hurt." "Does it happen all at once like being wound up," asked the Velveteen Rabbit, "or bit by bit?" "It doesn't happen all at once," said the Skin Horse. "You become. It takes a long time. That's why it doesn't happen often to people who break easily, or have sharp edges, or have to be carefully kept. Generally, by the time you're real, most of your hair has been loved off, your eyes drop out, you get loose in the joints, and shabby. But those things don't matter because once you're real, you can't look ugly, except to people who don't understand."

Is the point of that conversation between children's toys clear? We become real in this world when we know we're loved. Only then can we reach out to others, only then can we take a chance on getting hurt, only then can we suffer the indignities of mistakes that are a part of risk taking.

Watt was real. It was clearly evident in his preaching. Christ told his disciples, "Feed my sheep," and Watt took that command to heart. It was what he did best; not occasionally, or quarterly, but week after week, with marvelous consistence. He was so good at it, I asked him once about his guidelines for preaching and this was his answer. "My first call was to Chapel Hill as student pastor and one duty was to preach in the university church when the minister was away, and that was often. Early on, a wise elder gave me sound advice. He said, 'Watt, this is an academic community, and every Sunday your congregation will include people who are expert in the fields of psychology, sociology, and anthropology. You'll have the folks in the pews who wrote the text books on the Middle East culture, history and politics. My advice to you is stick to your field of expertise, what you know best. If you'll preach the scriptures to us with passionate integrity, if you'll tell us the great themes of the church, the good news of the Gospel, Christ crucified for our sins and raised to glory, if you'll do that, then trust the Holy Spirit to do the rest, you'll have a fruitful ministry among us.'" "I thought he was right," Watt said. "I trained myself in that mold and have never seen reason to change."

How effective was he at it? There are people here today from the North Wilkesboro Church. They can answer that question. They called him as a young man three years out of seminary. He later left for other challenges, spent time in the Navy, but after the war, that same church called him again. He and Mary went back for a second pastorate in the middle years.

He agreed to come help us at Steele Creek. The Wilkesboro people bided their time, waited patiently for 7 years like Jacob in service to Laban for Rachel, and then they came after him again for a third and final pastorate from which he retired. That's an unprecedented tribute, a story of love and affection and acceptance that spans two generations.

So Watt was real. It was evident in his preaching and in his pastoral ministry.

Being real requires a genuine sense of self, and that has to begin with the knowledge of whose we are; to whom we belong. He had no confusion about who was his Lord.

Finally, Watt was made real by his compassion for others. We were talking about this very service a week ago and he said, "Be sure to tell Lewis to include the 23rd Psalm." It was obvious that passage had special meaning for him, so I encouraged him to talk about it.

"Well," he said, "it happened on New Guinea during the war. Enemy planes at tree top level surprised us bombing and strafing. One of our boys was hard hit. By the time I got to him, he was bleeding profusely, so I gathered him in my arms and held him close. 'Chaplain,' he said, 'do you know the 23rd Psalm?' Yes, son, and I started to recite it, but half way through realized he was gone. I had lost him." Watt couldn't continue speaking last Sunday. Tears filled his eyes, reflecting the pain and anguish evoked by a memory more than 50 years old. He didn't say it, but knowing the 23rd Psalm would be used today seemed to bring closure to an unforgotten cry for help from the past.

We're going to miss you, Watt, and strange as it may sound, God will miss having you here. God has available to him a great cloud of witnesses, a mighty army, servants, believers, the worldwide confessional community, but in all that array, there are only a few as faithful, as committed, as real as Watt Martin Cooper.

So the time has come, Watt, to say goodbye, for now.

33. Presbytery directed that this memorial be printed in the Minutes of Salem Presbytery and a copy be sent to Mrs. Cooper.

REPORT OF THE STATED CLERK

SESSION RECORDS REVIEW

The review dates for 1995 Sessional Records are as follows:

May 5, Sunday, 3:00 p.m.	Wilkesboro area
May 5, Sunday, 7:00 p.m.	Statesville area
May 18, Saturday, 3:00 p.m.	Asheboro area
May 19, Sunday, 3:00 p.m.	Greensboro area
May 19, Sunday, 7:00 p.m.	Burlington area
May 26, Sunday, 7:00 p.m.	Winston-Salem area

Bethel Church has "consulted" regarding their annual (last 12 years) vote concerning officer election procedures. Their March 31, 1996, congregational action will be reported in July.

SALEM PRESBYTERY ANNUAL STATISTICAL REPORT FROM MEMBER CHURCHES
Year Ending December 31, 1995

141 churches reported statistical information for the year ending December 31, 1995.

The following churches made no report:

Beulah
Clio
* Danbury Community
* Ebenezer
Fifth Creek
** Mocksville Second
** Mt. Vernon
** Oakland
* Oak View
** Peak Creek
** Pine Hall
* Red House
Southminster
Springwood

* No report for 1993, 1994, and 1995
** No report for 1994 and 1995

MEMBERSHIP

Active Members **36,368**

Gains	
Profession of Faith	
17 & Under	375
18 & Over	443
Certificate	922
Other	70
Total Gains	1,810

Losses		
Certificate	665	
Death	488	
Other	1,022	
Total Losses	2,175	
Net Losses		365

Baptisms	
Infant	440
Adult	115

FINANCES

Receipts		
Contributions	$21,147,112	
Capital & Building Funds	5,566,185	
Investments Income	1,269,227	
Bequests	726,656	
Other Income	1,710,898	
Subsidy	161,293	
Bicentennial	81,260	
Total Receipts		$30,662,631

Expenditures		
Local Program	$ 8,353,248	
Local Mission	1,365,852	
Capital Expenditures	4,140,170	
Investments	665,128	
Validated Mission	2,129,385	
Theological Education	47,477	
Other Mission	591,996	
Bicentennial Disb.	87,407	
Total Expenditures		$27,392,592

These figures represent the total receipts and expenditures of the 141 (of 155) congregations who reported to Salem Presbytery for 1995.

The following statistics are one indication of the need for Salem's emphasis on church growth through evangelism.

Members:	Net loss:
1992	291
1993	495
1994	598
1995	365
	1,749 less members in four years

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirtieth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator N. N. Fleming, III at 2:30 p.m. The next Stated Meeting will be held on Saturday, July 20, 1996, at Lexington Senior High School in Lexington, North Carolina, sponsored by Lexington Second, Fairmont, and Shady Side Presbyterian Churches.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
THIRTIETH STATED MEETING
SEDGEFIELD PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

DOCKET

April 23, 1996

Name Tag Color Code:

Elder Commissioners	yellow dot
Minister	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

***Denotes Order of the Day**
Numbers in parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.		Registration	
8:30		"GIG" (Cokesbury Book Store book sale/display in Library)	
***9:00**		**CALL TO ORDER/OPENING PRAYER**	*Moderator Neel Fleming*
		WORSHIP/COMMUNION	
		Preacher: The Reverend Maggi Henderson	
9:45		ORGANIZATION OF PRESBYTERY	*Moderator Neel Fleming*
		Quorum	
	(1.)	Docket and Omnibus Motion	*Murray White*
		Welcome	
		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	
		Greeting from Ecumenical Visitors	
		The Reverend Warren Pittman, Rector All Saints Episcopal Church	
		The Reverend Bernie Hess, Pastor Our Father Lutheran Church	
	(2.)	Communications	*John Handley*
10:05		THEME PRESENTATION: CHURCH DEVELOPMENT DIVISION	
		Church Development Committee	
	(3.)	Evangelism Committee	
		Small Church Support Committee	
11:00	(4.)	COUNCIL	*Murray White*

11:10		BARIUM SPRINGS HOME FOR CHILDREN	*Skip Stansell*
11:15	**(4a.)**	UNDERSTANDING/OVERCOMING RACISM FOLLOW-UP (from last Presbytery meeting)	
11:35		WORSHIP & MUSIC COMMITTEE	*Julia Richmond*
11:40	**(5.)**	GOALS & EVALUATION COMMITTEE	*Norman Whitney*
11:55	**(6.)**	NOMINATING COMMITTEE	*Sam McGregor*
12:03	**(7.)**	BUDGET AND FINANCE COMMITTEE	*Jud Milam*
12:06	**(8.)**	MEMORIAL FOR JOHN E. ELIASON	*Norman Whitney*
***12:10**		**CELEBRATION OF HONORABLE RETIREMENT** The Reverend Don Lannon	
***12:30**		LUNCH **(Table Talk--"What is my church excited about in its life just now?")**	
*** 1:30**		**ORDINANDS PREACHING** Francis James Rivers (Sanctuary) Thomas Allen Huff, Jr. (Parlor)	
1:50		PRAYERS OF THANKSGIVING/INTERCESSION DEDICATION OF 2¢/PENNIES	*Harvey Walker*
1:55		STEWARDSHIP EDUCATION COMMITTEE	*Cynthia Kirkman*
1:58	**(9.)**	EXAMINATIONS COMMITTEE The Reverend Angus McGregor Thomas Allen Huff, Jr. Francis James Rivers	*David Kivett*
2:13	**(10.)**	COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
2:28	**(11.)**	MEMORIAL FOR WATT M. COOPER	*John Handley*
2:31	**(12.)**	STATED CLERK REPORT	*John Handley*
2:33		ADJOURNMENT AND BENEDICTION	*Moderator Neel Fleming*

Written reports for information:

(13.) Preparation for Ministry Committee
(14.) Worldwide Ministries Committee

Announcements:

(15.) Town Crier
(16.) Worship & Music Festival
(17.) Celebration of Age
(18.) Serendipity 1996
(19.) Women's Ministry Event with Dr. Isabel Rogers
(20.) Stewardship Workshop
(21.) Single's Zoo Fest
(22.) Single's Trip To Theater
(23.) Small Church Seminar
(24.) 1997 Mission Yearbook Order Form
(25.) Pathways
Presbytery Evaluation Form (Yellow)

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
April 23, 1996

A. Supporting information on minister changes:

1. From other presbyteries

   - Angus McGregor - Interim Pastor, Presbyterian Church of the Covenant - from New Hope Presbytery
     - Certificate of Dismissal

   - Thomas Allen Huff, Jr. - Pastor, Cross Roads Church - Candidate from Savannah Presbytery
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal

2. To other presbyteries

   - Nathan L. Byrd to Presbytery of West Jersey, effective February 22, 1996
   - William S. Metzel to Presbytery of the James, effective February 22, 1996

3. Within this presbytery

   - Francis J. Rivers - Candidate under care of Salem Presbytery
   - Joe L. Spears - Pastor, Cameron Presbyterian Church

B. Minutes of Ordination/Installation Commissions:

1. Jae Heung Chung
2. Guy W. Hunt, Jr.
3. Victor C. Scott
4. Dennis J. Sebesan

Reference: Committee on Ministry

C. Notification from Bethel Church concerning congregational vote March 31, 1996, regarding officer election prodecures [Book of Order G-14.0202(1)].

Reference: Stated Clerk

D. From Worldwide Ministries Division, a letter and Certificate of Appreciation for the Fellowship Presbyterian Church honoring their active participation in the resettlement of refugee families in 1995.

Reference: Information

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF JAE HEUNG CHUNG AS PASTOR OF KOREAN FIRST CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install Jae Heung Chung as Pastor of Korean First Presbyterian Church, Greensboro, met at Korean First Church on February 18, 1996, at 3:30 p.m. The meeting was called to order by Hewon Han. The prayer was offered by John Handley. The following members were present: Ministers Hewon Han, John Handley, Mike Warren, Ann Jahnes; Elders Eui H. Park, Barbara Clawson, and Allen Cannon. Hewon Han was elected Moderator and Eui H. Park, Clerk of the Commission. Guest minister Yong C. Chung of Washington D.C. was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 o'clock, the Moderator presiding. Yong C. Chung preached the sermon using as his text John 10:11-18 and his topic, "The Shepherd and the Sheep". Hewon Han propounded the constitutional questions to the minister. Ann Jahnes offered the prayer of installation. Jae Heung Chung was declared duly received into Salem Presbytery and installed as the Pastor of Korean First Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Michael Warren charged the Pastor, and John Handley charged the congregation.

Young Bae Kwon pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Hewon Han.

INSTALLATION OF GUY W. HUNT, JR. AS PASTOR OF ASBURY PRESBYTERIAN CHURCH, MT. AIRY

The Commission appointed by Salem Presbytery to install Guy W. Hunt, Jr. as Pastor of Asbury Presbyterian Church, Mt. Airy, met at the Asbury Presbyterian Church on February 11, 1996, at 3:00 p.m. The meeting was called to order by Jesse Bledsoe. The prayer was offered by Mike Warren. The following members were present: Ministers Jesse Bledsoe, Ron Bowie, Linda Blessing, James Mauldin, Robert Button; Elders Deborah Coles, W. Robert Overby, Tom Sheppard, and Marvin Cavanaugh. Jesse Bledsoe was elected Moderator, and Tom Sheppard, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 o'clock, the Moderator presiding. Ron Bowie preached the sermon using as his text Exodus 18:13-27 and Ephesians 4:11-16 and his topic, "The Church Alive". Jesse Bledsoe propounded the constitutional questions to the minister. Tom Sheppard propounded the constitutional questions to the congregation. Debbie Coles offered the prayer of installation. Guy W. Hunt, Jr. was declared duly installed as Pastor of Asbury Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Robert Button charged the Pastor, and Tom Sheppard charged the congregation.

Guy W. Hunt, Jr., the new installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Guy W. Hunt, Jr.

INSTALLATION OF VICTOR CARLYLE SCOTT AS PASTOR OF GREENWOOD PRESBYTERIAN CHURCH, REIDSVILLE

The Commission appointed by Salem Presbytery to install Victor Carlyle Scott as Pastor of Greenwood Presbyterian Church, Reidsville, met at the Greenwood Presbyterian Church on February 11, 1996, at 4:00 p.m. The meeting was called to order and the prayer offered by William C. Hayes. The following members were present: Ministers J. David Kivett, Molly D. Morgan, William C. Hayes; Elders Julia Richmond, Harvey Carroll, and Ed Tullock. William C. Hayes was elected Moderator and Molly D. Morgan, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 5:00 o'clock, the Moderator presiding. J. David Kivett preached the sermon using as his text Matthew 14:22-33 and his topic, "Going For A Walk". William C. Hayes propounded the constitutional questions to the minister. Harvey Carroll propounded the constitutional questions to the congregation. Julia Richmond offered the prayer of installation. Victor C. Scott was declared duly installed as Pastor of Greenwood Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Molly D. Morgan charged the pastor, and Harvey Carroll charged the congregation.

Victor C. Scott, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Molly D. Morgan.

INSTALLATION OF DENNIS JOHN SEBESAN AS PASTOR OF FIRST PRESBYTERIAN CHURCH, LEXINGTON

The Commission appointed by Salem Presbytery to install Dennis John Sebesan as Pastor of First Presbyterian Church, Lexington, met at the First Presbyterian Church on February 18, 1996, at 10:30 a.m. The meeting was called to order by Maggi Henderson. The prayer was offered by Holly Hayes. The following members were present: Ministers Maggi Henderson, Holly Hayes; Elders Barbara Bently, Bill McMurray, and Charlie England. Maggi Henderson was elected Moderator and Holly Hayes, Clerk of the Commission. Guest minister Arnold Lovell of West Virginia Presbytery of Union Theological Seminary in Virginia was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 o'clock, the Moderator presiding. Arnold Lovell preached the sermon using as his text Ephesians 3:14-21 and Matthew 17:1-9 and his topic, "There's Joy in the Power". Maggi Henderson propounded the constitutional questions to the minister. Holly Hayes offered the prayer of installation. Dennis Sebesan was declared duly installed as Pastor of First Presbyterian Church, Lexington, according to the Constitution of the Presbyterian Church (U.S.A.). Mrs. Bently charged the Pastor, and Bill McMurray charged the congregation.

Dennis Sebesan, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Barbara Bently.

APPENDIX D

SALEM PRESBYTERY
GOALS AND EVALUATION COMMITTEE PROPOSAL

The Cluster Concept

This organizational concept introduces several new (for Salem) ways of calling forth both the commitment and creativity of those willing to be leaders in strengthening the ministry and mission of Salem Presbytery. Two of the most challenging of those ways are:

1) clustering similar specific mission concerns together, assigning a leadership pool, and challenging that fairly small group to identify ways of effectively organizing to carry out the assigned tasks; and

2) identifying and focusing common mission elements to be addressed by each of the Mission Clusters.

The Clusters will become the "thought force" of Salem Presbytery. They will immerse themselves in their assigned areas of focus toward the end of developing expertise in seeking/discerning God's agenda for Salem in that particular mission area. The Cluster will think/dream/pray/study/wrestle/plan over, around, within their areas seeking effective ways of setting bold directions for their work. Dependence on the prompting and power of the Spirit will be a key ingredient in determining the best plans for organizing to carry out their task.

Each Cluster will use four ancient, common mission elements:

- educate/teach
- evangelize
- serve
- make peace

in describing and assigning the specific objectives and strategies for their work. The Cluster will determine responsibilities and name the task forces needed and the number of persons needed to carry out their tasks. Their plans will be presented to the Council for review and subsequently recommended to Presbytery for adoption.

Six Clusters are proposed.

They are:

Educational Ministries
Worldwide Ministries
Church Growth & Enrichment
Council
Shalom
Ministry

One is already operational, the Ministry Cluster, which includes the various functions which Salem originally divided into Preparation for Ministry, Examinations, Committee on Ministry, and Professional Development. This clustering has brought much clearer coordination of their interrelated functions. Communication is greatly enhanced and morale has increased with an accompanying atmosphere of collegiality. Their experience has been a primary inspiration for the suggestions which follow.

Both the Congregational Life and Church Development Divisions have begun to explore similar concepts with much the same positive results. Those two are among the four Mission Clusters proposed: 1) the Educational Ministries Cluster replaces the Congregational Life Division and adds Outdoor Ministries; 2) the Church Growth & Enrichment Cluster replaces the Division with the same name; 3) the Shalom Cluster replaces most of the Church In The World Division including Campus Ministry; and 4) the Worldwide Ministries Cluster picks up the former Committee by the same name and adds the Hunger Committee's international partnerships and lifestyle education.

The final cluster brings a major new role to the Council. The Council Cluster replaces the Administrative Services Division drawing in Stewardship Education, Personnel, Budget and Finance, Goals and Evaluation, and Communication functions from the present committee structure. Significant need has been discovered for these groups to work very openly and closely with the Council in carrying out its leadership in the planning, coordinating, resourcing, and evaluating functions for Presbytery. Added to Council's responsibilities, it is proposed that it carry the strengthening of denominational commitment.

On October 24, 1995, Salem Presbytery adopted vision and mission statements along with six Focus Areas with a number of more specific objectives assigned to each. The Presbytery also adopted Evangelism as its highest priority through 1999.

It is proposed that all six of the Clusters take the Vision and Mission Statements, along with the identified Focus Areas and accompanying Objectives and look at their new task through the four mission elements ("lenses"):

- Evangelism
- Education
- Service
- Peacemaking

THE COUNCIL CLUSTER

A. Function of Council:

The Council shall provide for the regular review of the functional relationship between Presbytery's structure and its mission (Book of Order G-11.0103v.). Council recommends, coordinates, and evaluates Salem's life of witness, worship, and work. It recommends and oversees the budget and finances and serves as the communicator between sessions and the Presbytery. It challenges the churches to strong stewardship of talents, time, and money.

B. Specific Responsibilities of Council:

1. Leads Presbytery in setting broad, overall goals and priorities and periodically reviews the life of Presbytery with particular attention to its approved goals in close relationship with the Goals and Evaluation Group;

2. Annually trains all Salem Clusters to provide clarity in the broad scope of Salem's Mission and Program as well as the particulars of planning, implementing, and evaluating their work;

3. Demonstrates effective leadership through proposals and/or recommendations to Presbytery or the various other clusters regarding important issues/concerns needing study or action;

4. Recommends the annual Presbytery budget and any necessary revisions, monitors revenues and expenditures, takes corrective actions where appropriate and/or makes recommendations to Presbytery upon advice of the Budget and Finance Group;

5. Oversees personnel functions of Presbytery through the Personnel Group;

6. Acts as a grievance committee in matters that may be appealed from the Personnel Group;

7. Coordinates the communications system/functions of Presbytery;

8. Coordinates the mission and program of Presbytery and is responsible for keeping the official calendar of Presbytery;

9. Serves as the Trustees of Presbytery in corporate or legal matters with specific authorization to approve requests of congregations to buy, sell, or mortgage property in connection with their mission (G-11.0103y.);

10. Approves proposed plans for Presbytery meetings (including worship) and distributes the docket and reports to be presented at Presbytery at least two weeks prior to each meeting;

11. Authorizes celebration of the Sacrament of the Lord's Supper at retreats, camps, conferences, and special gatherings of groups under the jurisdiction of Presbytery (W-3.6200);

12. Makes recommendations to Presbytery regarding changes in the Standing Rules and Manual of Operations of the Presbytery;

13. Nominates persons to serve on the Nominating Committee for election by Presbytery;

14. Handles matters directed to it by Presbytery; and

15. Keeps Presbytery fully informed of its work through reports at each Stated Meeting.

C. Composition of the Council:

- At-Large Members elected to Council by the Presbytery to assure full geographic representation. They will be assigned as follows:
    1) Liaisons from Council serving each of the other Clusters (Educational Ministries, Church Growth & Enrichment, Shalom, Worldwide Ministries, and Ministry)
    2) Council Officers (Moderator, Vice-Moderator, and Secretary) 12
- Moderators:
    Current Moderator of Presbytery
    Current Vice-Moderator of Presbytery
    Immediate Past-Moderator of Presbytery
    Salem Presbyterian Women Moderator
    Salem Presbyterian Men Moderator
    Salem Black Caucus Moderator
    Moderators of the six (6) Council Function Groups 12
- Ex Officio Members from Specified Committees (voice without vote)
    Nominating
    Representation
    Permanent Judicial Commission

TOTAL Membership 24

D. Council Leadership Team - shall be composed of the Moderator and Secretary of the Council, Moderator of Presbytery, one at large member elected from Council, and an assigned Program Staff person.

The responsibilities of the Leadership Team will be to:

a. make preparations for each meeting of Council;

b. make recommendations to Council on business coming before the next meeting;

c. carry out assignments given it by previous Council meetings.

E. Focus Area Assignments to Council

Focus Area 1

To live out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly and in Cooperation with Other Denominations

1-1 Develop occasions and methods through which education on issues, faith sharing, Bible study, and open discussion can take place

1-2 Design and implement effective, open, accessible communication system (dialogue, information sharing, quick response) to include:
- * system of regular, frequent in person contacts with each session for sharing Presbytery goals and understanding needs of the churches

- plans to prepare commissioners to Presbytery/Synod/GA meetings for effective participation and reporting to session/congregations
- distribution of a master annual calendar for all presbytery meetings and events with updates as needed
- coordinated promotion/publicity for meetings and events
- appropriate software applications

1-3 Design and implement a stewardship program to support the mission of the whole church

See also: Specific Responsibilities of Council (above)

F. The Function Groups of the Council:

The Moderator for each Council Function Group shall be a member of the Presbytery Council with full voting privileges. The Council shall approve the number of members to be assigned to each Function Group. The Function Group will communicate directly with the Nominating Committee requesting filling of vacancies (including recommendations of specific persons or persons with specific types of experience or expertise needed).

Each Function Group will report regularly to Council presenting their reports or recommendations. Council will vote on approval or make recommendations to Presbytery, as appropriate. Council will review at least annually the progress and effectiveness of each of its Function Groups.

1. Communications Group

a. Proposes and oversees a comprehensive Salem communication network.

b. Promotes interpretation to sessions/congregations of the mission and actions of Presbyterian Church (U.S.A) governing bodies from local to worldwide.

c. Organizes and oversees the use of print media: The Salem Sampler, the Mid-Atlantic Presbyterian Salem page, the Salem Presbytery Directory; Electronic systems: Presbynet; Available tools: Town Meetings, Newcomer Orientation (Ministers and Educators).

d. News releases to public or church press.

e. Coordinates with the Presbytery Resource Center:
(1) to see that adequate photographs of Presbytery events and newsmakers are taken, used, and filed; and

(2) Video Taping of special Presbytery events, speeches, etc. to be available to local churches and other individuals or groups.

2. Presbytery Meetings Group

Shall have responsibility for:

a. Seeking of local churches to host future Presbytery meetings;

b. Oversight of specific arrangements for the next meeting of Salem Presbytery in cooperation with staff;

c. Planning and preparation for specific needs of the upcoming Presbytery meeting as regards worship and communion (including determining a theme if any, preparation of printed worship order(s), securing preacher, liturgy, music, servers, etc.); any audio visual equipment needed; lunch arrangements, displays, etc. (The worship section might require a Sub-Committee.)

d. Oversees preparation of the letter(s) of thanks sent within a week from Presbytery to the session whose church has just completed their hosting responsibilities.

3. Denominational Commitment Group

a. Promoting awareness of what's happening in the church through use of Presbyterians Today and the Mission Yearbook;

b. Designs and implements a stewardship program to support the mission of the whole church;

c. Orientation of Synod and General Assembly Commissioners;

d. Work with appropriate Clusters in encouraging local churches to develop strong stewardship including generous giving to benevolences, per capita (where appropriate) and to the various General Assembly and Synod special offerings;

e. Conduct an annual workshop on issues before the church (including those approved by Council from requests from within our Presbytery and issues before the most recent General Assembly or the next one);

f. Promote the general importance of theological dialogue to the health, strength, and oneness of Christ's Church;

g. Reports of the work of Synod and General Assembly.

4. Budget and Finance Group

The Budget and Finance Group has budget preparation and financial oversight responsibilities. This group designs and organizes the annual process by which Clusters propose their yearly program offerings and budget requests. One element of the annual process shall be program presentations by Clusters to the Budget and Finance Group and Council in joint session. Through a consultative process this group and Council, using income forecasts and budget requests, will develop an annual budget which Council will recommend to Presbytery.

Throughout the year the Budget and Finance Group will regularly monitor receipts and expenditures and income from investments. This committee will receive and review quarterly reports from Presbytery's Treasurer, obtain an annual audit on behalf of Presbytery and prepare income projections for use in the budgeting process.

5. Personnel Group

The Personnel Group has oversight of the staff of the Presbytery. Recommendations to the appropriate body concerning policies affecting staff, job descriptions, terms of call for exempt staff and personnel administration originate with this group. The Personnel Group oversees the search for exempt staff, requesting Presbytery appointment of search committee members as necessary; evaluates the performance of exempt staff; makes recommendations regarding changes in terms of call and engages in the care and support of Presbytery's staff.

6. Goals and Evaluation Group

It is the responsibility of this group to:

- lead Salem Presbytery in a process of setting goals and priorities at least every three years
- devise and receive the results of a simple evaluation process for annual use by Presbytery groups; evaluation results to be used in strategic planning process
- evaluate progress made on strategic plans and goals and report annually to Presbytery on such progress
- evaluate the administration and function of Presbytery's organizational structure and to make recommendations to Presbytery
- conduct studies as Presbytery may direct

THE MISSION CLUSTERS

Getting Started in 1996

Each Cluster will propose mission strategies that will focus on evangelizing, educating, serving and making peace in the way of the Christ. The Clusters, made up mostly of self-selected volunteers from among those presently serving in Salem's structure will then organize themselves into task forces under each Cluster. If additional people with special skills or experience are needed, Council and the Nominating Committee will seek them. **It is anticipated that a mission cluster will meet at least quarterly for its task forces to report, review progress, and make recommendations for further action.**

Cluster Leadership Team - composed of Moderator of Cluster, Council Liaison and Staff Resource Person. The Moderator provides team and cluster leadership and reports to Presbytery and/or Council as designated for the specific cluster.

The Council Liaison provides liaison between the cluster and Council and between the Council and cluster with specific responsibility to see that the cluster's work and needs are fully represented to the context of the total mission, and reports to Council.

The Staff Advisor provides for continuity of committee function and reports to the Presbytery Executive.

Mission Cluster Assignments:

Educational Ministries Cluster

Charge: To be responsible for strengthening the ministry of presbytery and congregations through
(1) leadership development opportunities for officers, teachers, and local church program moderators and
(2) provision of program and study resources for Family Ministry, Senior Adult Ministry, Outdoor Ministry, Youth Ministry, Children's Ministry, and other ministries for people of varying ages and interests as needs are identified.

Focus Area 1

To live out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly and In Cooperation with Other Denominations

1-1 Develop occasions and methods through which education on Bible study issues, faith sharing, and open discussion can take place

Focus Area 2

To nurture congregations in their work to fulfill their mission

2-1 Offer opportunities for developing leaders for service as officers, teachers, and program moderators for local churches

2-2 Develop ministries to young families with children and ministries to senior adults
  * provide a variety of program and study resources (print, media, people, etc.) for use by churches and ministers with attention given to youth ministry

2-3 Enrich our worship life through reformed liturgy and music using education, worship experiences, workshops, etc.

Focus Area 5

To initiate a regional witness faithful to the ministry of Jesus Christ

5-3 Provide facilities and programs to strengthen regional Outdoor Ministries opportunities for youth and other church groups

Church Growth & Enrichment Cluster

Charge: To be responsible for promoting the growth and enrichment of churches through
(1) training opportunities in evangelism, membership growth and assimilation, strategic planning for congregations, and
(2) identification and implementation of strategies for new church development, working with small churches to identify special needs and develop plans for strengthening the congregation along with assistance in securing adequate funding for effective ministry.

Focus Area 3

To provide support for developing/redeveloping churches

3-1 Emphasize evangelism and educate leaders in strategies and methods

3-2 Develop workable plans for starting new churches and redeveloping, revitalizing existing churches

3-3 Develop system of support for strengthening smaller membership churches especially those with special opportunities

Focus Area 5

To initiate a regional witness faithful to the ministry of Jesus Christ

5-1 Celebrate and use the diversity of our membership as an opportunity for growth in our service to Christ emphasizing unity in the midst of our diversity

Shalom Cluster

Charge: To be responsible for
(1) development and implementation of resources and programs to enable presbytery and churches to be engaged effectively in the struggle to free people from fear, oppression, and injustice with emphasis on peacemaking, social justice, racial justice, women's ministry, and environmental issues;
(2) develop programs which aid and advocate for the poor and disadvantaged;
(3) administration of domestic hunger and community ministry grants;
(4) promotion of cooperation with other denominations in this struggle; and
(5) campus ministry.

Focus Area 1

To live out the Nature of the Connectional Church in Partnership with Sessions, Synod, and General Assembly and In Cooperation with Other Denominations

1-5 Strengthen ecumenical awareness through contacts, conversations, and cooperation with other denominations

Focus Area 5

To initiate a regional witness faithful to the ministry of Jesus Christ

5-2 Develop a cooperative network of service agencies so that together we may more effectively change the root causes of poverty and increase self-sufficiency of our less privileged neighbors
  * Offer frequent opportunities for "hands-on" work experiences in solidarity with the poor, homeless, and hungry (includes community ministry and domestic hunger [2¢/Pennies])

5-4 Build a strong Presbyterian Campus Ministry within cooperative ecumenical relationships emphasizing study, witness, and fellowship

Worldwide Ministries Cluster

Charge: To be responsible for
(1) development and implementation of programs and opportunities to enhance the knowledge and commitment of congregations to support world wide ministries and encourage a simpler lifestyle,
(2) for development and coordination of international partnerships that address the root causes of hunger, and
(3) promotion of Pennies for Hunger/Two-Cents-A-Meal

Focus Area 6

To participate in the worldwide mission of the church

6-1 Increase local church knowledge and commitment to the worldwide mission through education, travel/work trips, personal contact by mission workers, visits from sister/partner churches and presbyteries

6-2 Develop simpler lifestyle education programs that encourage responsible and equitable use of the world's resources

6-3 Increase giving to mission efforts by promoting understanding of and commitment to Pennies-for-Hunger/2 Cents-A-Meal for all age groups in the church

THE MINISTRY CLUSTER

Charge: To be responsible for
(1) fulfilling the functions assigned to the Committee on Ministry by the Book of Order including but not limited calls and vacancies, preparation for ministry, examinations, and professional development;
(2) fulfilling the functions assigned to the Preparation for Ministry Committee and Examinations Committee by the Book of Order;
(3) developing and implementing a system of support for smaller membership churches; and
(4) developing and implementing a system of sensitive care and support of church professionals that includes a "pastor shepherd" program and addresses the needs of ordained women ministers.

Focus Area 3

To provide support for developing/redeveloping churches

3-3 Develop system of support for strengthening smaller membership churches especially those with special opportunities

Focus Area 4

To care for church professionals

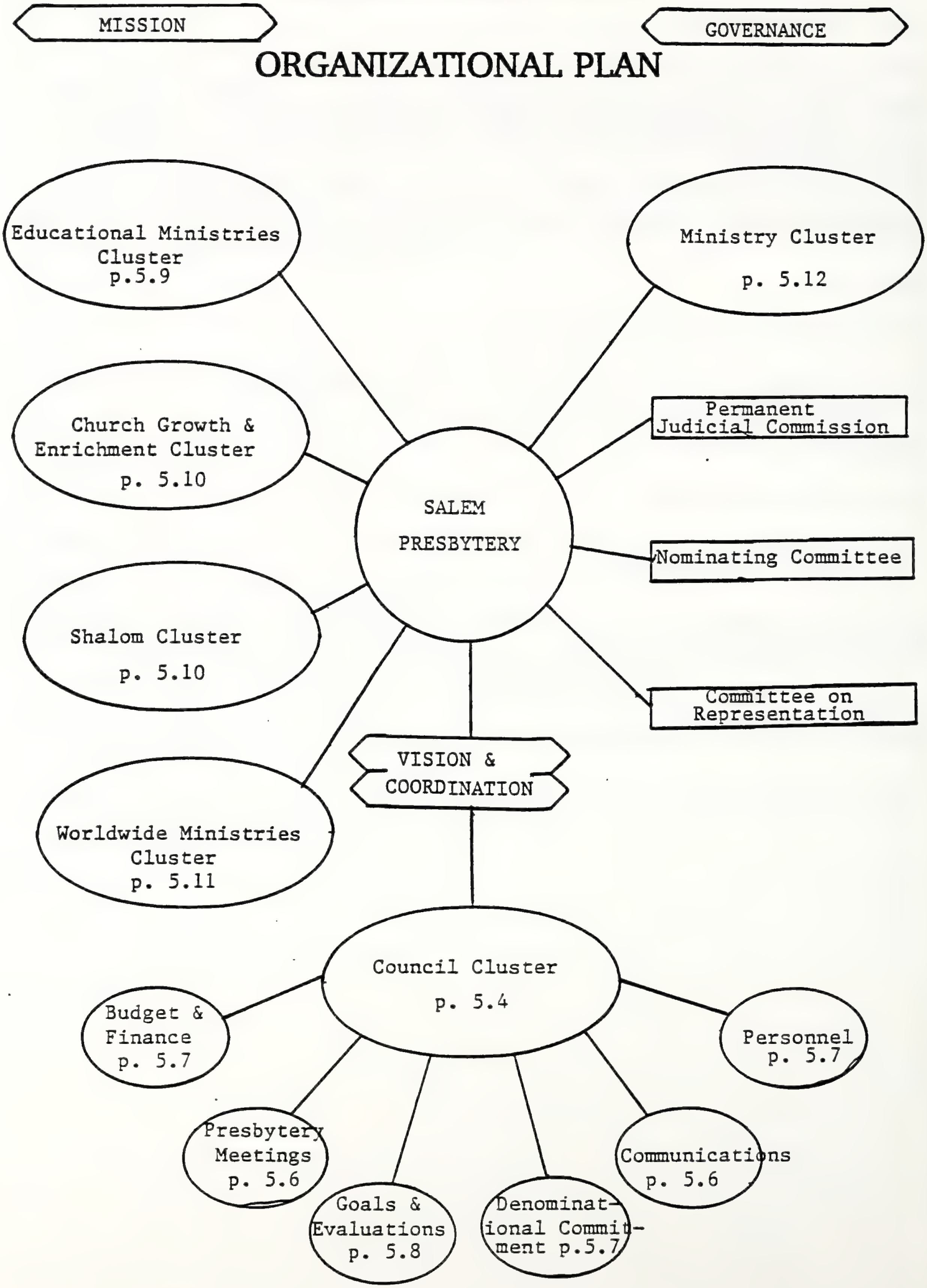
4-1 Fulfill responsibilities assigned by the Book of Order to the Committee on Ministry, Preparation for Ministry, and Examinations

4-2 Develop system of sensitive care and support of church professionals (spiritual, emotional, financial needs) that will include:
  - a "pastor shepherd" program conveniently available in each section
  - needs of ordained women ministers

4-3 Establish fall and spring, short term continuing education events

SALEM PRESBYTERY

ORGANIZATIONAL PLAN


MISSION
GOVERNANCE
Educational Ministries Cluster p.5.9
Ministry Cluster p. 5.12
Permanent Judicial Commission
Church Growth & Enrichment Cluster p. 5.10
SALEM PRESBYTERY
Nominating Committee
Shalom Cluster p. 5.10
Committee on Representation
VISION & COORDINATION
Worldwide Ministries Cluster p. 5.11
Council Cluster p. 5.4
Budget & Finance p. 5.7
Personnel p. 5.7
Presbytery Meetings p. 5.6
Goals & Evaluations p. 5.8
Denominational Commitment p.5.7
Communications p. 5.6

THE FREEDOM MINISTRY OF SALEM PRESBYTERY
POSITION DESCRIPTION AND COVENANT
PARISH PASTOR and PROGRAM DIRECTOR

PURPOSE: To provide, within the framework of cultural heritage, a faith environment, competent and committed leadership, an innovative, vigorous, continuous, value laden ministry, through the Cameron, Freedom, Second Mocksville, Mount Vernon and Mount Tabor Presbyterian Churches which make up The Freedom Ministry. The terms of this agreement shall conform to the policies and procedures established by the Book of Order of the Presbyterian Church (USA) and the Constitution of Salem Presbytery's Freedom Ministry.

ACCOUNTABILITY: The Parish Pastor/Program Director is accountable to Salem Presbytery to provide a full range of ministry within and to the particular two (2) calling participating churches to include moderating each Session of the two calling churches on behalf of the Presbytery. He/She is accountable to the Freedom Ministry Advisory Board to carry out the policies and procedures set by the Freedom Ministry Advisory Board and to each congregation participating in the Ministry.

This document, when signed by the Parish Pastor/Program Director, the Chairperson of The Freedom Ministry Advisory Board and designee of Salem Presbytery, constitutes a covenant between the Board, the Presbytery and the Parish Pastor/Program Director. In this agreement the Freedom Ministry Advisory Board agrees to give full spiritual, administrative and financial (must be approved by the Advisory Board and Sessions) support to the Parish Pastor/Program Director in the conduct of the duties and expectations outlined below. It is agreed that priority order is to be given to the conduct of worship, pastor care and administrative duties.

RESPONSIBILITIES: The Parish Pastor/Program Director is ultimately responsible for the goals and style of ministry exhibited by the Freedom Ministry. He/She is therefore, the major administrative overseer for the programs of all participating churches. The Parish Pastor is called as pastor by two of the participating churches. He/She is called by the Freedom Ministry Advisory Board to be administrative head of staff for the entire Freedom Ministry. He/She shall represent The Freedom Ministry in denominational and ecumenical boards as opportunity and time permit.

As Pastor of the two calling congregations, the Parish Pastor/Program Director will:

- Proclaim the Gospel and lead the churches in proclaiming the Gospel in the Freedom Ministry Parish, its churches and communities.
- Moderate the Sessions of the calling churches.
- Provide Worship leadership on each Lord's Day for the calling churches.
- Plan for and provide leadership in the observance of the Sacraments.
- Conduct worshipful funeral and wedding services.
- Visit each family in the calling churches a minimum of twice annually and as needed in times of crisis.
- Help develop a planning, budgeting, stewardship and accountability system in each calling church.
- Help develop an intentional program of Christian Education in each calling church.
- Demonstrate team performance at all times.
- Provide leadership within Salem Presbytery, the Synod of the Mid Atlantic, the General Assembly and the community.

As Program Director of the Freedom Ministry the Parish Pastor/Program Director will:

- Be the primary spiritual leader and director of the Freedom Ministry.
- Give supervision to other members of the Freedom Ministry Staff according to the staff organization covenant set forth in the Freedom Ministry Constitution or as temporarily established by the Freedom Ministry Advisory Board for specific tasks.
- Schedule Freedom Ministry Associates for the conduct of a full range of services and opportunities in each of the Freedom Ministry churches and the community.
- Provide effective and efficient administrative leadership for the Freedom Ministry.
- Lead the Freedom Ministry Churches in an intentional program of Value Inculcation.
- Lead the Freedom Ministry Churches in an intentional program of Evangelism.
- Provide advice and recommendations to the Personnel Committee and/or Advisory Board on the selection of all staff members and in determining their duties.
- Ensure the provision of two ministry-wide workshops and seminars, annually.
- Ensure that at least one-half of the Freedom Ministry Staff is available at each meeting of the Advisory Board.

AUTHORITY: The Parish Pastor/Program Director is vested with all of the authority granted to the position of Minister of the Word and Sacrament by the Book of Order and the Constitution of the Freedom Ministry.

_______________________________ Date __________, Chair, the Freedom Ministry Advisory Board

_______________________________ Date __________, Parish Pastor/Program Director

_______________________________ Date __________, Chair, Committee on Ministry

_______________________________ Date __________, Stated Clerk, Salem Presbytery

1996 CHANGES IN TERMS OF CALL:

NAME:		CHURCH:	LOCATION:
Philip	Beck	Memorial	Greensboro

20453.50	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3350.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
23803.50	Total Salary	1	Years in Position

NAME:		CHURCH:	LOCATION:
Jesse	Bledsoe	First	Pilot Mountain

26434.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3000.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
29434.00	Total Salary	7	Years in Position

NAME:		CHURCH:	LOCATION:
Ron	Bowie	First	Boone

14076.00	Salary	PROVIDED	Pension/Medical
	Social Security	550.00	Continuing Ed.
30000.00	Housing All.	5300.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
			Vacation
			Study Leave
44076.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Charles	Carter	Forest Hills	High Point

48535.00	Salary	Provided	Pension/Medical
	Social Security	0.00	Continuing Ed.
0.00	Housing All.	3300.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
	Prof. Exp.Reimb.	4 weeks	Vacation
300.00		2 weeks	Study Leave
48835.00	Total Salary	28	Years in Position

NAME: CHURCH: LOCATION:
Jae Chung First Korean Greensboro

21600.00	Salary	9180.00	Pension/Medical
	Social Security	750.00	Continuing Ed.
9000.00	Housing All.	5000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
30600.00	Total Salary		Years in Position

CHURCH: LOCATION:
Robert (Bob) Cleveland Pittsboro / 50% time Pittsboro

7509.00	Salary	PROVIDED	Pension/Medical
	Social Security	375.00	Continuing Ed.
6513.00	Housing All.	1550.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
14022.00	Total Salary	4	Years in Position

NAME: CHURCH: LOCATION:
Franklin Dew New Creation Comm. Greensboro

26034.00	Salary	Provided	Pension/Medical
	Social Security	600.00	Continuing Ed.
10131.00	Housing All.		Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
36165.00	Total Salary	10	Years in Position

NAME: CHURCH: LOCATION:
Stewart Ellis Trinity - 3/4 time Winston-Salem

26391.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
4200.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
30591.00	Total Salary	5	Years in Position

NAME:		CHURCH:	LOCATION:
Dusty	Fiedler	Clemmons - 2/3 time	Clemmons

14027.77	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
9620.00	Housing All.	1000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
23647.77	Total Salary	8	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Fiedler	Clemmons - 2/3 time	Clemmons

14027.77	Salary		Pension/Medical
	Social Security	750.00	Continuing Ed.
9620.00	Housing All.	1000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
23647.77	Total Salary	8	Years in Position

NAME:		CHURCH:	LOCATION:
Carol	Fisher	Hawfields	Mebane, NC

11615.00	Salary	Provided	Pension/Medical
	Social Security	850.00	Continuing Ed.
16043.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27658.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Gant, Jr.	Alamance	Greensboro, NC

21074.00	Salary	PROVIDED	Pension/Medical
	Social Security	1000.00	Continuing Ed.
8000.00	Housing All.	1700.00	Auto. Expense
	Fur. & Util. Allow.		403(b) Pension/TSA
	Tax Des.	2400.00	
		4 weeks	Vacation
		2 weeks	Study Leave
29074.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Goforth	Cooleemee	Cooleemee
20340.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3000.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
23340.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
J.	Hall	Fairmont	Lexington, NC
24390.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
7550.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
31940.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Holly	Hayes	Forest Hills	Statesville
17721.00	Salary	Provided	Pension/Medical
	Social Security	750.00	Continuing Ed.
8500.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
	403(b) Pension/TSA	4 weeks	Vacation
900.00		2 weeks	Study Leave
27121.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
William	Hayes	Smyrna Pres.	Wentworth, NC
9000.00	Salary	Provided	Pension/Medical
	Social Security	250.00	Continuing Ed.
2700.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE (YOKE)	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
11700.00	Total Salary	11	Years in Position

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NAME:                             CHURCH:              LOCATION:
William      Hayes                Wentworth Pres.      Wentworth
------------------------------------------------------------------------
    16920.00   Salary                  Provided     Pension/Medical
               Social Security              375.00 Continuing Ed.
               Housing All.                1800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE (YOKE)              Tax Des.
                                                    Vacation
                                                    Study Leave
    16920.00   Total Salary                      11 Years in Position
------------------------------------------------------------------------

NAME:                             CHURCH:              LOCATION:
Robert       Henderson            Westminster          Greensboro
------------------------------------------------------------------------
    26165.00   Salary                  Provided     Pension/Medical
               Social Security             1850.00 Continuing Ed.
    16000.00   Housing All.                3120.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                           4 weeks Vacation
                                           2 weeks Study Leave
    42165.00   Total Salary                       3 Years in Position
------------------------------------------------------------------------

NAME:                             CHURCH:              LOCATION:
David        Henry                Vandalia             Greensboro
------------------------------------------------------------------------
    23613.00   Salary                  Provided     Pension/Medical
               Social Security             1358.00 Continuing Ed.
    14787.00   Housing All.                2813.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                           4 weeks Vacation
                                           2 weeks Study Leave
    38400.00   Total Salary                       4 Years in Position
------------------------------------------------------------------------

NAME:                             CHURCH:              LOCATION:
Guy          Hunt                 Asbury               Mt. Airy
------------------------------------------------------------------------
    20000.00   Salary                  Provided     Pension/Medical
               Social Security              750.00 Continuing Ed.
     3000.00   Housing All.                2900.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.
                                           4 Weeks Vacation
                                           2 Weeks Study Leave
    23000.00   Total Salary                       0 Years in Position
------------------------------------------------------------------------
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NAME:		CHURCH:	LOCATION:
George	Hunter	Trinity	Salisbury
15500.00	Salary	PROVIDED	Pension/Medical
	Social Security	500.00	Continuing Ed.
4500.00	Housing All.	1000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
20000.00	Total Salary	8	Years in Position

NAME:		CHURCH:	LOCATION:
Ann	Jahnes	UNC-G Campus Min.	Greensboro
12444.31	Salary	PROVIDED	Pension/Medical
	Social Security	1000.00	Continuing Ed.
16000.00	Housing All.	2500.00	Auto. Expense
	Fur. & Util. Allow.	2400.00	403(b)
	Tax Des.	929.29	Dental Coverage
		4 Weeks	Vacation
		2 Weeks	Study Leave
28444.31	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
William	Jones	Reid Memorial	Mooresville
9600.00	Salary	Provided	Pension/Medical
	Social Security	380.00	Continuing Ed.
3175.00	Housing All.	2800.00	Auto. Expense
	Fur. & Util. Allow.	175.00	
	Tax Des.		
400.00	Years of Experience	4 weeks	Vacation
0.00		2 weeks	Study Leave
13175.00	Total Salary	1	Years in Position

NAME:		CHURCH:	LOCATION:
J.	Kivett	First Pres.	Reidsville, NC
27572.00	Salary	Provided	Pension/Medical
	Social Security	850.00	Continuing Ed.
11275.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
38847.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Phyllis	Kort	First	Burlington

22036.00	Salary	Provided	Pension/Medical
	Social Security	500.00	Continuing Ed.
14688.00	Housing All.	2400.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
36724.00	Total Salary	10	Years in Position

NAME:		CHURCH:	LOCATION:
James	Layman	Starmount	Greensboro

33260.00	Salary	Provided	Pension/Medical
	Social Security	1000.00	Continuing Ed.
23280.00	Housing All.	3120.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
56540.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
Ruth	Lenger	Spencer	Spencer

19000.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3000.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
22000.00	Total Salary	1	Years in Position

NAME:		CHURCH:	LOCATION:
Joel	Long	First	Eden

30472.00	Salary	PROVIDED	Pension/Medical
	Social Security	980.00	Continuing Ed.
15200.00	Housing All.	2640.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
45672.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Matthews	Fieldstone	Mooresville

25886.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
2650.00	Housing All.	4000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
28536.00	Total Salary	12	Years in Position

NAME:		CHURCH:	LOCATION:
Stephen	Moss	Thyatira	Salisbury

23500.00	Salary	Provided	Pension/Medical
	Social Security	800.00	Continuing Ed.
2000.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
	403(b) Pension/TSA	4 weeks	Vacation
5462.00		2 weeks	Study Leave
30962.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
George	Murray, IV	First	Kernersville

20465.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
6754.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27219.00	Total Salary	5	Years in Position

NAME:		CHURCH:	LOCATION:
Sam	McGregor, Jr.	Siler City	Siler City

19000.00	Salary	Provided	Pension/Medical
	Social Security	750.00	Continuing Ed.
3000.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
	Personal Annunity	4 weeks	Vacation
1000.00		2 weeks	Study Leave
23000.00	Total Salary	3	Years in Position

```
NAME:                                  CHURCH:                LOCATION:
Mary          McNeal                   Faith                  Greensboro
-----------------------------------------------------------------------------
    16068.00   Salary                       PROVIDED      Pension/Medical
               Social Security                   1250.00 Continuing Ed.
    12000.00   Housing All.                      2900.00 Auto. Expense
               Fur. & Util. Allow.
                           Tax Des.
                                                 4 weeks Vacation
                                                 2 weeks Study Leave
    28068.00   Total Salary                            0 Years in Position
-----------------------------------------------------------------------------

NAME:                                  CHURCH:                LOCATION:
Lisa          Nelson                   Prospect (3/4 time)    Mooresville
-----------------------------------------------------------------------------
    16364.00   Salary                       PROVIDED      Pension/Medical
               Social Security                    750.00 Continuing Ed.
    10000.00   Housing All.                      2350.00 Auto. Expense
               Fur. & Util. Allow.
                           Tax Des.
                                                 4 weeks Vacation
                                                 2 weeks Study Leave
    26364.00   Total Salary                            2 Years in Position
-----------------------------------------------------------------------------

NAME:                                  CHURCH:                LOCATION:
Andral        Plexico                  Hawfields              Mebane
-----------------------------------------------------------------------------
    22804.00   Salary                       Provided      Pension/Medical
               Social Security                    772.00 Continuing Ed.
     9315.00   Housing All.                      8755.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                      Tax Des.
               Dental                            4 weeks Vacation
      482.00                                     2 weeks Study Leave
    32601.00   Total Salary                           23 Years in Position
-----------------------------------------------------------------------------

NAME:                                  CHURCH:                LOCATION:
Phillip       Pogue                    Glendale Springs/      Laurel Fork
-----------------------------------------------------------------------------
    20669.00   Salary                       PROVIDED      Pension/Medical
               Social Security                    750.00 Continuing Ed.
     3350.00   Housing All.                      2900.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                      Tax Des.
                                                 4 weeks Vacation
                                                 2 weeks Study Leave
    24019.00   Total Salary                            8 Years in Position
-----------------------------------------------------------------------------
```

NAME:		CHURCH:	LOCATION:
Michael	Poulos	First - Associate	Greensboro

18000.00	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
12000.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
30000.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
Leland	Richardson	First	Mocksville

26171.00	Salary	PROVIDED	Pension/Medical
	Social Security	2104.00	Continuing Ed.
21977.00	Housing All.	5500.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
48148.00	Total Salary	25	Years in Position

NAME:		CHURCH:	LOCATION:
James	Rissmiller	Community in Christ	Greensboro

30330.00	Salary	Provided	Pension/Medical
	Social Security	1100.00	Continuing Ed.
17400.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.		One weekend vacation
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
47730.00	Total Salary	17	Years in Position

NAME:		CHURCH:	LOCATION:
Victor	Scott	Greenwood	Reidsville

20000.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3000.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.	1000.00	Dental Ins.
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
23000.00	Total Salary		Years in Position

NAME:		CHURCH:	LOCATION:
Dennis	Sebesan	First	Lexington

32140.00	Salary	14420	Pension/Medical
	Social Security	1200.00	Continuing Ed.
23300.00	Housing All.	4200.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
55440.00	Total Salary		Years in Position

NAME:		CHURCH:	LOCATION:
Billy	Sosebee	Second	Lexington

25750.00	Salary	Provided	Pension/Medical
2561.00	Social Security	4120.00	Continuing Ed.
7725.00	Housing All.		Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
36036.00	Total Salary	35	Years in Position

NAME:		CHURCH:	LOCATION:
Laura	Spangler	Trinity Pres.	Winston-Salem (1/2)

6354.00	Salary	PROVIDED	Pension/Medical
	Social Security	375.00	Continuing Ed.
8475.00	Housing All.	1450.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
14829.00	Total Salary	1	Years in Position

NAME:		CHURCH:	LOCATION:
Mark	Stewart	Crestwood	High Point

19000.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3000.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
22000.00	Total Salary		Years in Position

```
NAME:                             CHURCH:               LOCATION:
Larry        Summey               Franklin              Salisbury
-------------------------------------------------------------------------
    17319.00    Salary                  Provided     Pension/Medical
                Social Security               750.00 Continuing Ed.
    13125.00    Housing All.                 2800.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.
                                             4 weeks Vacation
                                             2 weeks Study Leave
    30444.00    Total Salary                       4 Years in Position
-------------------------------------------------------------------------

NAME:                             CHURCH:               LOCATION:
David        Sutton               Guilford Park         Greensboro
-------------------------------------------------------------------------
    30680.00    Salary                  Provided     Pension/Medical
                Social Security               780.00 Continuing Ed.
    17680.00    Housing All.                 2500.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.
                Group Term Life Ins.         4 weeks Vacation
      240.00                                 2 weeks Study Leave
    48600.00    Total Salary                       1 Years in Position
-------------------------------------------------------------------------

NAME:                             CHURCH:               LOCATION:
Erich        Thompson             Starmount, Assoc.     Greensboro
-------------------------------------------------------------------------
    22807.00    Salary                  PROVIDED     Pension/Medical
                Social Security              1000.00 Continuing Ed.
    21913.00    Housing All.                 1500.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.
                                             4 weeks Vacation
                                             2 weeks Study Leave
    44720.00    Total Salary                       1 Years in Position
-------------------------------------------------------------------------

NAME:                             CHURCH:               LOCATION:
Dan          Thornton             Second Presbyterian   Salisbury, NC
-------------------------------------------------------------------------
    17430.00    Salary                  Provided     Pension/Medical
                Social Security               750.00 Continuing Ed.
     9315.00    Housing All.                 2900.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.
                403(b)                       4 weeks Vacation
     4140.00                                 2 weeks Study Leave
    30885.00    Total Salary                       1 Years in Position
-------------------------------------------------------------------------
```

NAME:		CHURCH:	LOCATION:
Norman	Whitney	Bethany	Graham
24000.00	Salary	Provided	Pension/Medical
	Social Security	850.00	Continuing Ed.
	Housing All.	4000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	(3000) Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
24000.00	Total Salary	27	Years in Position

NAME:		CHURCH:	LOCATION:
Stephen	Wilkins	Third Creek	Cleveland
22689.00	Salary	Provided	Pension/Medical
	Social Security	750.00	Continuing Ed.
3630.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
	Dental-Full Family	4 weeks	Vacation
929.00		4 weeks	Study Leave
27248.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Paul	Woodall, Jr.	Bethel	McLeansville
25200.00	Salary	PROVIDED	Pension/Medical
	Social Security	550.00	Continuing Ed.
3250.00	Housing All.	2500.00	Auto. Expense
	Fur. & Util. Allow.	0.00	
MANSE	Tax Des.		
		4 weeks	Vacation
300.00	Disability Ins.	2 weeks	Study Leave
28750.00	Total Salary	21	Years in Position

NAME:		CHURCH:	LOCATION:
Richard	Wurst, Jr.	Stony Creek	Burlington
25400.00	Salary	PROVIDED	Pension/Medical
	Social Security	1400.00	Continuing Ed.
2300.00	Housing All.	3600.00	Auto. Expense
	Fur. & Util. Allow.	1500.00	Prof.Exp./Flex.Spen.
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27700.00	Total Salary	5	Years in Position

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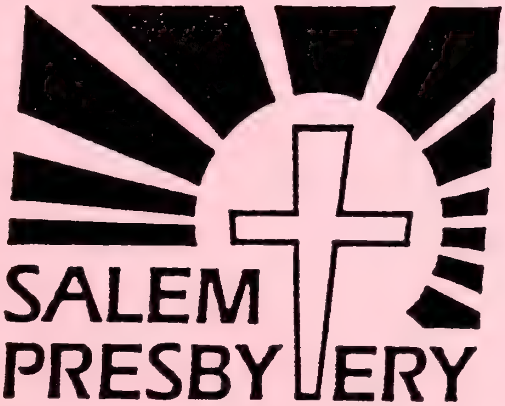
SALEM
PRESBYTERY

THIRTY-FIRST STATED MEETING
LEXINGTON HIGH SCHOOL
LEXINGTON, NORTH CAROLINA
July 20, 1996

MINUTES OF

SALEM PRESBYTERY

THIRTY-FIRST STATED MEETING
LEXINGTON HIGH SCHOOL
LEXINGTON, NORTH CAROLINA

July 20, 1996

OFFICERS

Moderator	N. N. Fleming, III
Moderator-in-Nomination	Patricia F. Stewart
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Interim Hunger Action Enabler	James H. Banbury
Assocoate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
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Clemmons, NC 27012
Phone: (910) 766-3393
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THIRTY-FIRST STATED MEETING

MINUTES OF SALEM PRESBYTERY

LEXINGTON HIGH SCHOOL

LEXINGTON, NORTH CAROLINA

July 20, 1996

The Thirty-First Stated Meeting of Salem Presbytery, held on Saturday, July 20, 1996, at Lexington Senior High School and hosted by the Fairmont, Lexington Second, and Shady Side Presbyterian Churches, was called to order by Moderator N. N. Fleming, III at 9:00 a.m. He led the opening prayer, and the Presbytery joined in a service of Worship and Communion. The liturgists were the Reverend James A. Mitcham, Jr., Stated Supply of Shady Side Church and the Reverend J. Randy Hall, Pastor of Fairmont Church. The Reverend Billy F. Sosebee, pastor of Second Presbyterian Church, Lexington, preached the sermon entitled, "Berean Solution." The pianist was Mrs. Celia Stalvey, and the Oak Ridge Men were guest musicians.

ENROLLMENT

Commissioners	
Elders	136
Ministers	82
Corresponding Members	
Ministers	0
Church Educators	4

Administrative Staff	
Non-Commissioners	3
Visitors	88
Total	313

The following Ministers were enrolled:

A-G

Wyatt Aiken, Jr., Linda L. Blessing, Ernest M. Bradford, George C. Carpenter, Carole F. Chase, Frank C. Collier, Dale W. Davidson, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Jeffrey J. Falter, Carol C. Fisher, James T. Frazier, E. B. Freeman, Robert O. Freeman, Robert M. Gant, Robert J. Goforth, Lucius A. Gray.

H-M

J. Randy Hall, Hewon Han, John M. Handley, Holly D. Hayes, William C. Hayes, James Henderson, David L. Henry, Thomas Allen Huff, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Sr., William Jones, Alyce M. Kelly, J. David Kivett, Morton Kurtz, David Lee-Andrews, William J. MacDonald, Robert M. Matthews, Angus W. McGregor, Sam E. McGregor, Jr., Mary C. McNeal, Judson J. Milam, John L. Milholland, E. Thomas Miller, James A. Mitcham, William H. Morrison, Stephen A. Moss.

N-Z

Gail Porter Nelson, J. Herbert Nelson, Lisa T. Nelson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, Catherine J. Reed, Leland A. Richardson, Raymond W. Riddleberger, James M. Rissmiller, Francis J. Rivers, Jeannette G. Rodenbough, Dennis J. Sebesan, Jeffrey D. Smith, Paul R. Snell, Stevan A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, William F. Stephens, III, Samuel Stevenson, Patricia F. Stewart, Larry E. Summey, David H. Sutton, Erich W. Thompson, Dan M. Thorton, John G. Truitt, Jr., Robert L. Turner, A. Michael Warren, William C. Weckerly, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Daniel C. Wilkers, Frank C. Wilkinson, William T. Wing, III, Richard S. Wurst, Jr., Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, Jonathan C. Barker, Philip A. Beck, Jesse W. Bledsoe, Ronald L. Bowie, L. Adlai Boyd, John C. Brearley, Janet B. Briscoe, David M. Cameron, Kathryn J. Cameron, Charles R. Carter, Jae Heung Chung, M. Gray Clark, Robert E. Cleveland, Virginia Ann Cowfer, William J. Cowfer, Max E. Deal, William Riche DeLong, Barbara E. Dua, Christopher F. East, Dusty K. Fiedler, Robert A. Fiedler, Murv' L. Gardiner, Philip R. Gehman, David C. Heil, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Guy W. Hunt, Jr., Kurt W. Johnston, Phyllis M. H. Kort, Thomas K. Lane, William F. Lawrence, Jr., Robert E. Lee, David E. Leininger, Ruth Ann B. Lenger, Robert M. Lewis, S. Edwin Lewis, B. Paul Lindsey, Joel M. Long, James M. Mauldin, James F. Miller, Lisa M. Mullen, George H. Murray, IV, Steve Macon Pharr, Joseph L. Pickard, A. B. Plexico, Russell H. Ritchel, Jr., Victor C. Scott, A. Carter Shelley, R. Page Shelton, Rockwell P. Ward, Stephen H. Wilkins, Charles Williams, J. Gordon Williams, James K. Wilson, Jr., R. Scott Woodmansee.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Edwin C. Brammer, Jr., Warren C. Brannon, William Brown, Malcolm M. Bullock, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Chappell, L. B. Colquitt, Jr., Herbert H. Culler, Ares Davidian, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris L. Fellows, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, John S. Johnson, Henry J. Keating, William R. Knox, Julian Lake, Donald E. Lannon, William F. Long, Wilkes D. Macaulay, J. Roger Marrow, James M. Mc Daniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, H. Reid Montgomery, Allen E. Morrison, Joseph B. Mullin, Robert E. Osman, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, John A. Redhead, Jr., Catherine J. Reed, Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Jamie D. Stimson, Ernest L. Stoffel, Harry S. Thomas, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Robert A. Bryant, Robert E. Button, Frederick A. H. Coates, O. Leighton Culler, Kermit W. Dancy, Frank M. Dew, James A. Dickens, M. Susan Dobyns, Lou McAlister East, Larry W. Freeman, Sherron K. George, Carter B. Gillespie, Scott C. Girard, Margret L. Henderson, Robert W. Henderson, Robert W. Herron, Cynthia R. Higgins, Walter W. King, James E. Layman, Z. Bradford Long, Steve A. Martin, Stephen P. McCutchan, Molly Dotson Morgan, Richard R. Osmer, Franlin L. Partridge, III, Michael J. Poulos, Marie P. Reed, Paul N. Ridolfi, Grant M. Sharp, Jerold D. Shetler, Jerry M. Smith, Mark T. Stewart, John B. Talmage, Al F. Thomas, Jr., Glenn C. Thomason, W. Russell Ward, Jr., Kellie E. Weekley-Mills, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representative(s):

A-F

Alamance Ralph Hobbs, Mark Van Dorn, Allen Temple Virginia Mott, Asheboro First G. Douglas Aitken, Jr., Bill Batten, Bethany Linda McAuley, Bethel Jim Flippin, Bethesda (Ruffin) Carolyn A. Harrelson, Anthony Hodges, Bethesda (Statesville) Allen Cook, Beulah Elizabeth R. Scott, Bixby Carter Robertson, Boone First Frank Hamilton, Buffalo Parks H. Norman, Jr., Burlington First Linda Mason, Calvary Margaret S. Marks, Fred Tatum, Cameron John C. Chambers, Centre William R. Pope, Church of the Covenant Nancy J. Schaefer, Clemmons Roger Squire, Clio Adrian Dobson, Collinstown Darrell Mitchell, Community in Christ Betty M. Pierson, Cooleemee Grier C. Waller, Covenant Mary Young, Cross Roads Annie Lee Young, Dellabrook Sonya D. Penn, Dogwood Acres Anne B. Neely, El Bethel Jack Dyer, Elkin Ralph Lanier, Fairmont Colleen Story, Faith Virginia Cornet, Fieldstone Jack Ramey, Don Smith, Fifth Creek Shirley Stroud, Flat Rock Karen E. Vernon, Forest Hills Bob Brenner, Forest Park Pauline Little Fisher, Francisco Octavia Edwards, Franklin Jim Lee, Freedom Minnie Dobbins, Wilma Norman.

G-M

Grace Pauline Fulton, Doris Moore, Graham Bill Cooke, Greensboro First Jack R. Brantley, John A. Edwards, Isabel Gillespie, Laura Pitts, Richard Wharton, Greenwood Bill Livesay, Edgar Smith, Griers Donna B. Kimbro, Guilford Park David Barnes, George Setzer, Hawfields Robert Gibson, Nanette Pedelty, High Point First Bill Hylton, Sam Kasias, Chuck Woudstra, Highland Sarah Ashburn, Ruby Simmons, Hills Janice Yopp, Immanuel John Brown, Jamestown Barbara Bentley, Tony Wingler, John Calvin Ruth Jenkins, Martha West, Lexington First Robert T. Oates, Jr., Rebecca Sullivan, Lexington Second Bobbie Helmstetler, Lloyd Estella McFadden, Vera Williams, Logan Clayton Tatum, John Tatum, Madison Charles Rodenbough, Mebane James Bailey, Memorial Kay Alychick, Arlina Ray, Mocksville First Wilson A. Sherrill, II, Mooresville First David E. Byers, C. P. Chappell, Walter H. Jones, Jr., Mt. Tabor Roy L. Carruth, John Heaggans, Constance Purcell.

N-Z

New Salem Helen L. Hunter, North Wilkesboro Jeff Gray, Carl Page, Betty R. Thompson, Oak Ridge David Lane, Old Town Richard E. Cain, Parkway Marti Lohmeyer, Pilot Mountain First Freddy D. Smith, Pine Ridge Debbie Brinkley, Pittsboro Charles Cameron, Edith C. Wasko, Presbytery Moderator N. N. Fleming, III, Prospect Nell Clinard, Lowell K. Duty, Reidsville First Jim Murray, Anne Scott, St. Andrews Katy Hansen, St. James Louise F. Cummings, Catherin Rankin, Rosa Yourse, St. Paul (Greensboro) Howard Williams, St. Paul (High Point) Calvin Scaife, Salisbury First Rip Collins, Ed Cook, Larry Ford, Salisbury Second Lex Allen, Sandy Ridge Terry N. Harris, Shady Side Charles England, Shallowford Mary Kay Johnson, Smyrna Mitcheal Dixon, Sparta Ruth Hardyman, Starmount Laura H. Hunt, Marthing Farting, Stony Creek James M. Teague, Tabor Joyce M. Trivette, Third Creek John Steele, Jr., Thomasville First Phil Griffin, Thyatira at Mill Bridge Georgia McCorkle, Trinity (Salisbury) Ezra C. Gilliam, Trinity (Winston-Salem) Jean Sawyer, Unity Donnie Whitesides, Wentworth W. D. Sherron, Westminster (Burlington) George L. Turner, Whispering Pines Jim G. Taylor, Winston-Salem First Robert Hartsell, Joyce Riddle Neely, James S. Price, Harold E. Wingert, Yadkin United Donald Tate, Thomas O. Vinson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Danbury Community, Eden First, Glendale Springs, Gulf, Kernersville First, Koren First, Laurel Fork, Mt. Vernon Springs, Pleasant Grove, Sedgefield, Shiloh (Statesville), Spencer, Trinity (Elon College), Vandalia.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Bethany (Graham), Boonville First, Church of the Cross, Cleveland, Concord, Crestwood, Ebenezer, Edward Webb Memorial, Elmwood, Fellowship, Glenwood, Hope View, Joyce, Lansing, Little Joe's, Love Valley, Milton, Mocksville Second, Mt. Airy First, Mt. Jefferson, Mt. Vernon, New Creation Community, Oakland, Oakview, Old Providence, Peak Creek, Piedmont, Pine Hall, Randolph, Red House, Reid Memorial, Riverview, Rumple Memorial, Shiloh (Burlington), Siler City, Southminster, Speedwell, Springwood, Statesville First, Stoneville, Taylorsville, Westminster (Greensboro), Yadkinville, Yanceyville.

The following Church Educators were enrolled:

Rebekah Lee-Andrews, Greg McGehee, Rebecca McKee, Nancy O'Dell.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Esther K. Preston.

The following Visitors were registered:

Barry Barber, Karl L. Barkly, John E. Barney, Annie Miller Bates, Nellie M. Bescher, Amanda Bethea, Gemar Broune, Joyce Brown, Ann Byerly, Marian Cameron, Margaret C. Carr, Roy P. Carr, J. P. Carruth, Jeanne Cockrell, Yvonne Cockerham, Greta Connor, Walter Culbertson, Martha Dobson, Tess Dyer, Virginia Edmiston, W. J. Edmiston, Lavinia Evans, Jim Ferrell, Gordon Finley, Delaine Fleming, Robert Gilchrist, Marion D. Gilliam, Betty Glud, Brenda Granderson, Luella J. Graves, Juan Guthrie, Valerie Guthrie, Vallie Guthrie, Donna Han, Chris Henry, Fran Black Holland, Rebecca Howery, Ted Humphrey, Catrelia Hunter, David Jones, Colleen Kennerly, Marsha Knox, Bob Kollar, Vimal Sam Lawrence, Christie Leininger, Kris Leroy, Bob Lohmeyer, Betty Lowrance, Bill Lowrance, Hazel McNeely, Annie P. McRae, Paige Midgett, James Miles, Jane Miller, Ray Mims, Mary N. Mitcham, Betty Morrison, Margaret Parker, Sandra M. Pate, W. Patrick Pate, Byron Penn, Bettie M. Perryman, Ann Preston, George K. Preston, III, Lois Price, Rainey Ratchford, Fay Redding, Julia M. Richmond, Brenda Robertson, Chis Rodenbough, Brian Rummage, Jane Schobel, Jim Schobel, Sarah G. Sharpe, Pat Stephens, Dorena Stevenson, C. Powell Sykes, Johnny L. Torrence, Carolyn Turner, Betty R. Wall, Hubert Wall, Fred N. Ward, Marjorie J. Ward, Muriel Ward, Elizabeth West, Murray M. White, Jr., Gayle Whitehead, Bobby Whitesides.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Murray White, Moderator of Council.

ACTION:

1. The Docket for the Thirty-First Stated Meeting of Salem Presbytery was adopted. (Appendix A, pp. 146-147.)

OMNIBUS MOTION

Murray White, Council Moderator, presented the Omnibus Motion. Following opportunity for the removal of items, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by the Reverend J. Randy Hall, pastor of the Fairmont Presbyterian Church. Information regarding the facilities and arrangements for the meeting were presented. The Moderator welcomed Elders attending Presbytery for the first time.

ECUMENICAL VISITOR

The Reverend Bill Sosebee introduced the Ecumenical Visitor, Gayle Whitehead, Executive Director of Ecumenical Social Ministries, who spoke briefly to the Presbytery regarding the work of the Ecumenical Social Ministries.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 148-149.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Minutes of Commissions to Ordain and/or Install Pastors were admitted to record. (Appendix C, p. 150.)

PRESBYTERY COUNCIL

Murray White, Jr., Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED BY COUNCIL:

1. Minutes of the February 10, 1996, Presbytery Meeting were approved.
2. Minutes of the April 23, 1996, Presbytery Meeting were approved.
3. Camp New Hope received a request from a land developer to buy a portion of Camp New Hope's property which was originally given to the camp by the New Hope Presbyterian Church. Acting as Trustees of Salem Presbytery, the Council approved the recommendation of the Camp Committee to deed the land back to the New Hope Presbyterian Church.
4. Council, in consultation with moderators of appropriate groups (such as Small Church, Budget and Finance, Church Development, Black Caucus, and Staffing Task Force), will appoint a Task Force to study the Lloyd Pastor and Racial Justice Advocate Proposal.

5. Council concurred with a recommendation from the Personnel Committee to grant a Salem Staff Enrichment Day on September 6, at which time the office will be closed.

6. Council approved the request of the Hunger Committee to send the following amounts to Presbytery's partnerships in compliance with Pennies for Hunger/Two-Cents-A-Meal Guidelines:
   $20,000 to Zaire
   $24,000 to Kwahu Presbytery, Ghana

7. Acting as Trustees, Council concurred with the recommendation of the Joint Outdoor Ministry Committee of Camp Grier that a utility right-of-way for Public Service Company of North Carolina across Camp Grier property to install a 12" gas pipeline be granted for the financial consideration of $1,050 offered in the "Agreement" and $855 damage relief as offered in the "Advance Construction Damage Release." All financial consideration realized by this transaction is to be directed to Camp Grier to be applied to the completion of the dining hall addition.

8. Council concurred with the request of the Social Justice Committee to have up to two and one-half hours on the October Presbytery Docket.

9. Council approved the sending of a letter to all our churches concerning the burning of the historic, former sanctuary of the Matthews-Murkland Presbyterian Church in Charlotte.

10. Council endorsed a proposed Commissioners' Resolution to the 208th General Assembly as authored by the Black Caucus. It will be forwarded to our Commissioners for possible introduction to the Assembly.

11. Council approved the appointment of Alyce Kelly to the Synod Planning Committee For Racism Symposium.

12. Acting as Trustees, Council approved the purchasing of a piece of property for $100,000 by the Pittsboro Presbyterian Church and the borrowing of up to $60,000 from a local bank for said purpose.

13. Council approved the request of Presbyterian Women to serve Communion at their Spiritual Enrichment Retreat August 4, 1996, at Lenoir Rhyne College.

14. The Executive Committee was given the authority to appoint a Stewardship Task Force as proposed by the Budget and Finance Committee.

INFORMATION FROM COUNCIL:

1. Mack Dagenhart, John Handley, and Alyce Kelly attended a meeting at Davidson College to discuss a covenant between Davidson College, Salem Presbytery, and other Presbyteries. Mack is now serving on the writing team to develop such a covenant.

2. The Presbytery of New Hope Foundation approved the request of the Springwood Presbyterian Church concerning a change in the annual payments being made to the Springwood Church under the terms of the Trust established by the D. P. Foust Will. The Foundation will take steps to petition the Guilford County Superior Court to change the terms of the Will in order to allow a distribution to the Springwood Presbyterian Church of seventh-five percent of the annual income from Springwood's portion of the Foust Estate. The remaining twenty-five percent will be reinvested in the principle.

3. The Buffalo Church requested and received an endorsement of a project which they are undertaking. They are asking that funds from the Presbyterian Women's Birthday Offering and Thank Offering be granted to the church in order to employ the Adult Center for Enrichment of Greensboro to run the program for the adult day care center which is to be housed in Buffalo's old manse.

4. Council noted the necessity for a replacement of Salem's Youth Advisory Delegate to the 208th General Assembly. The YAD will be Amanda Bethea, Grace Presbyterian Church, Winston-Salem. Ben Gentry of Speedwell Church was unable to attend at the last minute.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE RECOMMENDATIONS:

1. Council concurred with the recommendations of the Budget and Finance Committee.

Council presented the following Covenant for Direct Giving ("Revenue Neutral Transfer") proposed by its representatives at a Synod Funding Consultation held March 28-29, 1996.

Covenant for Direct Giving ("Revenue Neutral Transfer") of Mission/Program Funds to Specified Agencies/Institutions of the Synod of the Mid-Atlantic

1. __Salem__ Presbytery covenants with the presbyteries listed on the attached schedule A and with the agencies/institutions included to give mission funds formerly routed through Synod directly at the levels indicated for the years 1997, 1998, and 1999, if the way be clear; and,

2. __Salem__ Presbytery pledges its openness to consider the continuation of such direct giving at a renegotiated level, agreed to after a full review with Synod and our partner presbyteries in 1999; and,

3. __Salem__ Presbytery recognizes the other agencies/institutions presently endorsed by the Synod as validated mission causes to our churches even though not included in our presbytery's direct giving commitments; and,

4. __Salem__ Presbytery covenants with the Synod and our presbytery partners to continue at least our 1996 giving levels through 1999 to Mission/Program budgets of Synod (minus the direct giving amount of $ 96,401 specified on the schedule comprising Attachment A); and,

5. __Salem__ Presbytery covenants with our Synod and presbytery partners to work openly and with earnest prayer for God's guidance to continue to clarify and stabilize the role and mission of the Synod of the Mid-Atlantic; and,

6. __Salem__ Presbytery further covenants with these partners to encourage our leaders and all our congregations to regularly pray for the Reverend Dr. Carroll Jenkins and other Synod staff, as well as the volunteer leaders of Synod and of each of our covenanting partner presbyteries.

Adopted by ______________________ Presbytery, this _____ day of _____________, 1996.

According to the proposal, effective January 1, 1997, the Synod of the Mid-Atlantic would cease funding some 24 institutions and agencies. The individual presbyteries have been requested to assume such funding, based on a numerical formula, that would assure each agency or institution financial support for the next three years (1997-1999). Which agency/institution would receive support from which presbytery, and to what extent, is derived from an informal formula prepared in 1994 by Presbytery Executives. These are seven agencies/institutions which Salem Presbytery would support and a projected amount of funding.

ACTION:

2. Salem Presbytery declined to approve the Covenant for Direct Giving ("Revenue Neutral Transfer") of Mission/Program Funds to Specified Agencies/Institutions of the Synod of the Mid-Atlantic.

The Staffing Task Force of Council

The Task Force has researched carefully the situation which prompted the Council to call us to this task. We have come to understand that Katy Reed's retirement was the occasion, but not the real catalyst. We believe that the situation facing Salem is the same one that prompted Giddings-Lovejoy Presbytery (St. Louis area) to enter the following assessment in their 1992 Minutes:

"The Presbytery Staff Volunteer in Mission Program is in response to the following:

1. Expectations that the mission of the presbytery will continue to be challenging, complex, and multi-faceted.

2. Competition for limited financial resources will increase in the years ahead, including staff compensation.

3. Experienced and skillful persons whose income needs are being met in other ways will welcome the opportunity to make a professional contribution to the presbytery's mission without salary."

Those three descriptions are already a demonstrable part of Salem's experience. Giddings-Lovejoy (105 Churches; 30,000 members) is somewhat comparable to Salem demographically.

The Staff VIM Concept

The Presbytery Volunteer In Mission Staff concept simply described, calls for a combination of paid staff (either full-time or part-time) and VIM staff (part-time with only expenses and continuing education paid). The VIM staff would be considered to be Presbytery Staff subject to Salem's personnel policies. They would be treated in every way as paid staff, except without financial compensation. VIM Staff terms would be one year renewable for additional year(s) after annual review and re-election. The focus, weight, and scope of responsibilities would vary with the positions.

Availability of VIM Candidates

The Task Force believes this concept of staffing by Volunteers In Mission (VIMs) has great promise for Salem. Given the high level of commitment and skill of those who serve or have served on Salem's committee structure, we believe there will be those who will step forward for consideration as VIM Staff. This is particularly true of retired persons.

Costs

In terms of economics, the presbyteries who are presently using this approach to increasing staff availability tell us they are getting more skilled help for less cost! Giddings-Lovejoy Presbytery's highest budget figure for a one-half time VIM (expenses and continuing education) is $6,000. They have six part-time VIM Staff, two full-time paid staff, and five support staff (one part-time).

The initial phase would be covered by a $10,000 item budgeted for the Hunger Action Enabler. The first position would be the Hunger Action Enabler with others proposed by the Personnel Committee through the Council.

ACTION:

3. Presbytery postponed consideration of the Volunteer In Ministry question until the October 22, 1996, meeting of Salem Presbytery.

PATHWAYS PRESENTATION

Rebecca McKee narrated an amusing skit by other members of the Committee encouraging churches to attend the Pathways event on October 14, 1996, at Parkway Presbyterian Church. A select team of burned out "church bunnies" demonstrated the rejuvenating effect of Pathways to keep them "going and going and going!"

WORLDWIDE MINISTRIES COMMITTEE

Christie Leininger, Moderator

George Carpenter led the Presbytery in a service of commissioning twenty-three representatives from 12 different Salem Presbytery churches who will be traveling to Mexico to build the second floor onto the Christian Education building of the Templo Presbiteriano de Divino Maestro in the town of Jose Maria Morelos, Mexico. There will be two groups of workers: ten will be working August 3 - 10 and thirteen others will be working August 10 - 17. The following are the travelers and the churches they represent:

Barry Barber	Church of the Covenant
Rev. Mary McNeal	Faith
Sandra Pate	Faith
Linda Mason	First - Burlington
Rev. Hank Keating	First - Winston-Salem
Hubert Wall	First - Thomasville
Rev. Curtis Patterson	First - Thomasville
Kelly LaGuardia	First - Thomasville
Billy Caudle	First - Thomasville
Desiree Dyer	First - Thomasville
Jenny Owens	Guilford Park
Billy Shomaker	North Wilkesboro
Gordon Finley	North Wilkesboro
Lavinia Evans	Oak Ridge
Rebecca Howery	Parkway
Chis Rodenbough	Pine Hall
Colleen Kennerly	Prospect
Christie Leininger	St. Paul - Greensboro
Brad Spencer	St. Paul - Greensboro
Tammy Spencer	St. Paul - Greensboro
David Leininger	St. Paul - Greensboro
Jonathan Slaughter	St. Paul - Greensboro
Shanna Walters	St. Paul - Greensboro

HUNGER COMMITTEE REPORT
George Carpenter, Co-Moderator

We have so much to share. And the Hunger Committee would beg you to read every word. These happenings are yours because your churches, grownups and children send in pennies for hunger and make it all possible. This remains one of the best examples of what we can do when we work together...and of self-development of people.

Early in 1996 we received requests from a number of agencies and churches in the 19 counties within the bounds of Salem Presbytery. After careful consideration, the following grants were made from the 40% of restricted funds available for domestic grants:

Davie County Home Delivered Meals (Mocksville)	$ 1,060.00
Yokefellow Cooperative Ministries (Mount Airy)	2,500.00
Ecumenical Social Ministries (Lexington)	5,000.00
Chatham County Salvation Army (Siler City-Pittsboro)	2,000.00
PCC Children's Center (Greensboro)	5,000.00
Christians United Outreach Center (Asheboro)	4,500.00
Cooperative Community Ministries	2,000.00
Davidson County Dept. of Senior Services (Lexington)	4,500.00
Tri-County Christian Crisis Ministry	3,500.00
Caswell County Parish (Yanceyville)	4,500.00
TOTAL	$34,560.00

Soon all ministers and churches should be receiving applications for grants during the last half of 1996. Please let us have those as soon as possible in order that all may be put in the hat!

The **OVERSEAS SUBCOMMITTEE** has been very busy as well. As most of you know, we are still in partnership with both Zaire and Ghana, working together with New Hope Presbytery in both Mbujimayi, Zaire and Tease, Ghana.

The March meeting of the CSS Clinic in Mbujimayi was attended by Margaret Malloy of Kinston, NC, and the Rev. Jean Ganzel of Falkland, NC. They had a safe journey and report that the meeting of the Board went well, and CSS continues to function despite chaos within the country. One of the most important factors in our partnership with Zaire is the existence of a central treasurer. Transferring monies from the Louisville Central Treasury to overseas banks is a real headache...and on occasion I have had a mega one to prove it. Illunga Kalenga and his staff are operating under the worst of conditions. We are grateful for their faithful and loving service in Mbujimayi.

In April Charles and Marian Cameron and I traveled to Ghana for meetings with Kwahu Presbytery Agricultural Committee and the Local Management Committee, both held on-site at the Tease Agricultural and Development Project. We arrived in Accra on April 23 and spent the next two weeks looking at every aspect of the partnership. The visit was everything we might have wanted and more! We found that Twum (pronounced Chum) and Joyce Barimah have not only brought the village of Tease to a new high, Twum has been functioning as the manager for the farm. Joyce is teaching in the local school, and Twum is the pastor of the Presbyterian Church at Tease.

In the meeting with Kwahu Presbytery, we carefully examined the budget for 1996/97 and helped with some suggestions for meeting the payroll of workers at the farm and other needed expenditures. Salem Presbytery Hunger Committee had voted to send over and above funds for a new truck, a deep well pump, and an extension of the women's gari project. Even though we did not have the money when we arrived in Ghana, we spent it anyway! More on that later. At Tease we learned that Mr. Felix Ashanta has been hired as the Assistant Manager for the farm, and the committee is seeking a bookkeeper. The Presbyterian Church of Ghana has created a new national Agricultural Services Committee with the Rev. E. Yaw Blasu at the helm. With the vehicle, all the agricultural projects sponsored by the PCG will have access to seminars, equipment, resources which no one project might be able to afford. With some smoothing of operation, this will mean much to our leaders in Tease.

The Local Management Committee, the grass roots folk composed of farmers, the district extension agent, all the staff at Tease is an answer to many prayers. Because the local people feel ownership, a real self-development is taking place. The dream is becoming a reality. Buildings have been built to house donkeys, chickens, pigs, and store seed grains and farm equipment. Fields have been bulldozed and plowed, planted and will be harvested. Villages surrounding Tease are sending farmers to represent them at seminars on planting, seeds, row crops, reforestation, training and using of draft animals. GRAAACIOUS! I could go on and on. Each of you would be thrilled with what we saw; we hope to share this story with you through pictures and verbiage. I might even get excited!

Great things are happening in the women's gari project. Not only is this self-development at best, the national president of Presbyterian women in Ghana attended our meeting and shared with us that the work at Tease is being seen as a model for all the women of Ghana. How about that! With the addition to the present building, the women will begin bread making and have bought an oven, built shelves and sell to the people of Tease. Electricity has come to Tease and the Afram Plains! With that power has come the significant ability to work the gari making after the women have completed work on the farm. Just witnessing the happy smiles on faces of women who now have opportunity to work and help with nutrition made the trip worthwhile...along with many, many other changes.

Before I left Ghana, we made certain that with the help of Kwahu Chair, Ohemeng Boakye, a new truck would be bought, a deep well pump installed at Tease, and the extension of the women's work would be done. These are all extra commitment opportunities over and above the annual budget.

Thank you for the privilege of representing Salem Presbytery at these meetings and working with the people of Kwahu Presbytery. Should you have any questions or observations, give any member of the Committee a call; I stand ready to help you and your congregation in any way. Keep those two-cents-a-meal coming in. Should your congregation not be participating in this great opportunity, give us a chance to give a shot in the arm (?). The entire Hunger Committee gives thanks for the support and trust you continue to share with us.

Together we ARE making a difference in the lives of people from 19 counties in North Carolina to Zaire and Ghana...all the way over there.

BUDGET AND FINANCE COMMITTEE REPORT

Judson Milam, Moderator

The Budget and Finance Committee, after considerable weeping, whining, and gnashing of teeth, humbly presents the following report to Presbytery. After everyone so graciously trekked by the Program Hearings to present their program or project, along with budget needs, it really did not make much difference. **All projections indicate that money is just not available for any expansions in the budget whatsoever.** In fact, some figures show the available funds declining in 1997, as they have continually done so in the last five years of the life of our Presbytery. We did decide that some faith was in order, so the 1997 income level will not be projected lower than the 1996 income level.

Let me pause in the midst of this "gloom and doom" scenario to say that the **cash flow this far in 1996 has been good.** To date we have income of $13,000 in excess of expenses. In saying that we need to be reminded that much giving is designated. And, such figures do not reflect growth in giving. Spending is low also at this point in the year.

Consequently, we will be making the only possible recommendation we feel feasible, which is to **maintain all 1996 budget levels.** And, not to be redundant, this will mean no increases, anywhere. In fact, some areas will be receiving less money than they did in 1996. However, there are a couple areas in which increases are either necessary or warranted. The Personnel Committee, responding to this very conservative economic situation, suggest a **1% increase in salary and housing for the Program Staff, and a 2.5% increase in salary for the support staff.** Budget and Finance concurred with that request.

The **Freedom Ministry Program** is a substantial new program, with an estimated cost of $75,000 from the Church Development Committee budget. We are suggesting an increase in the Church Development Committee budget of **$50,000 to help defray the cost of this program.**

With these considerations the "bottom line" of our budget shows a **$45,602 deficit.** The budget and Finance Committee, taking note that the Presbytery budget is down nearly $300,000 since its conception, is suggesting that an **aggressive task force on stewardship be established,** for the purpose of altering this negative trend in giving to the Presbytery. The deficit will remain in the budget in the expectation that the work of this task force will be able to cover it. If that does not take place, **year end reserve funds will be used to cover these expenses in 1997.**

ACTIONS:

4. The Proposed 1997 Budget was adopted with the following amendments: (Appendix D, pp. 151-154).

   A. No action on the Higher Education portion of the Budget

   B. A 3% salary increase for all Presbytery Staff

5. Presbytery authorized the immediate establishment of a special Stewardship Task Force for the years of 1996, 1997, and 1998 for the purpose of correcting the negative income flow from the churches.

6. Funds to cover the additional Freedom Ministry costs (now shown as a budget deficit) were authorized to come from the work of the Stewardship Task Force.

7. In the event the Stewardship Task Force's work fails to be able to fund the Freedom Ministry, money from "continuing year-end reserves" will be used for that purpose in 1997.

8. As the work of the Stewardship Task Force increases income flow, other ministry will gradually be restored to 1997 asking levels, at the discretion of Council and Presbytery.

9. The Asking Budget for 1997 should be at least 10% of a particular church's budget (line 20 contributions in the GA Statistics) or an increase of at least 3% over the 1996 benevolence giving.

10. The benevolence distribution percentage will remain at the 1996 level--GA = 24.2%; Synod = 16.9%; Presbytery = 58.9%.

LEES MCRAE COLLEGE PRESENTATION

Lees McRae College President, Jim Schobel, spoke to the Presbytery about the college and what it has to offer.

COMMITMENT TO PEACEMAKING PRESENTATION

Pat Stephens, Moderator ofthe Peacemaking Committee, presented a plaque to the Presbyterian Church of the Cross in recognition of their having adopted the Commitment to Peacemaking.

RECOGNITION OF HONORABLE RETIREMENT

Leland Richard led a recognition in honor of the retirement of Jack Roger Marrow. Serious illness prevented Mr. Marrow from being present. His Certificate of Retirement will be presented to him at his home at a later date.

SERMON BY CANDIDATE FOR ORDINATION

Presbytery heard the sermon entitled, "Winds of Change," preached by Candidate for Ordination Juan Pizarro Guthrie. The text for the sermon was from I John 1:5-8.

REPORT OF THE EXAMINATIONS COMMITTEE

J. David Kivett, Moderator

Presbytery proceeded with the committee and floor examination of George Kline Preston, III, Charles Powell Sykes, and Brian Kenneth Rummage. They have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF GEORGE KLINE PRESTON, III

ACTION:

11. Salem Presbytery approved the committee and floor examination of George Kline Preston, III in accordance with Book of Order G-11.0402.

    a. The Reverend George Kline Preston, III was received from Holston Presbytery so that he may accept the call of the Prospect Presbyterian Church in Mooresville, North Carolina, as Pastor, effective July 14, 1996.

    b. His credo which follows was approved:

    My statement of faith is built upon my personal encounters with God. By means of a general sketch, I think of myself as being geared to the times, but anchored to the rock. I believe that the scriptures are the word of God and the Sacraments are the visible expression of the grace that God has and gives to us.

    I believe that the Word of God proclaims that God created humankind in His image.

I believe that we were created with the divine intentions of having dominion of this kingdom.

I believe that the choice of "self" placed humankind in separation with God and as Paul reminds us in Romans 5, this brought death.

I believe that the story of the Old Testament is of God's preparation of the people of God to receive the Person of life, Romans 5.

I believe God has reconciled humanity to God's self through the sinless life, death, resurrection, and reign of God's only begotten Son, Jesus the Christ.

I believe that because of our sinful nature it is only through the acceptance of Christ as Savior that we can be reunited with God and regain our original status that God had intended at creation.

I believe that this reunited state is a gift of God and is the chief work of the Holy Spirit (I Corinthians 12:3).

I believe that faith is the chief work of the Holy Spirit who is the third person of the Trinity.

I believe that the Spirit's work is revealed in justification, sanctification and "calling." (Karl Barth's term for the preparation for the participation in the work of Christ).

I believe that the Church is the "Body" of Christ and has the mission to do the work and ministry of the "Head" (Jesus Christ).

I believe in one Baptism for the remission of sin, once saved always saved.

I believe that the sacraments are holy signs and seals of the covenant of grace. Whereas we might see Baptism as a means of rebirth, the Lord's Supper is a means of spiritual nurture.

I believe in Father, Son and Holy Spirit..........
AMEN

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Preston and Prospect Presbyterian Church, Mooresville, North Carolina, effective July 14, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$22,876.40
Utilities Reimbursement	8,010.00
Automobile Reimbursement	2,800.00
Education/Book Reimburs.	872.00
Board of Pensions	10,528.00
Moving Costs	5,000.00
Annunity	1,000.00
Four weeks vacation	Two weeks study leave

d. The following Administrative Commission was approved to install The Reverend George Kline Preston, III at Prospect Presbyterian Church, Mooresville, North Carolina, August 11, 1996, at 10:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Joe Spears	Preside & Propound the Constitutional Questions	Minister
Ken Calhoun (Guest)	Preach the Sermon	Minister
Ed Lewis	Charge the Minister	Minister
Jack Brantley	Charge the Congregation	Elder
Lisa Nelson	Lead in Worship	Minister
Virginia Edmiston	Lead in Worship	Elder

e. Mr. Preston was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF CHARLES POWELL SYKES, SR.

ACTION:

12. Salem Presbytery approved the committee and floor examination of Charles Powell Sykes, Sr. in accordance with Book of Order G-11.0402.

a. The Reverend Charles Powell Sykes, Sr. was received from Coastal Carolina Presbytery so that he may accept the call of the Westminster Presbyterian Church in Burlington, North Carolina, as Pastor, effective July 15, 1996.

b. His credo which follows was approved:

The easiest way to begin telling what I believe would be simply to recite the Nicene Creed, for that ancient statement of faith sums up well the witness of scripture concerning the triune nature God and Christ's work for us and our salvation. It was necessary for Jesus to come and die in our places, for the natural condition of human beings since the Fall is one of sin, rebellion against God, or, in the words of the Shorter Catechism, "any want of conformity unto or transgression of the law of God." And, as Paul writes, "The wages of sin is death." This divine intervention was not necessary for God, who has no need of the creation, but was completely necessary for our survival; only a love which defies explanation could be the source of so wonderful a salvation, when He who knew no sin became sin in our places, taking the punishment we had earned and offering us the righteousness He had earned by perfectly living God's law. The reality of this salvation is shouted in the miracle of Jesus' bodily resurrection from death, the event upon which all Christianity stands, and the hope of all believers in the face of the last enemy, death, for if we believed Jesus rose again, then we know we will be united with Him in a resurrection like His.

The proper response to this salvation is first to repent and believe; repentance means admission of personal guilt before God (the first use of the Law, to make us aware of our sin and the need for a Savior) and then turning from our sinful ways to follow Christ. Faith is not mere mental assent, but a gift from God which transforms our attitudes and actions. The most basic attitude of a Christian toward God is gratitude, and our motivation for doing good. Good works do not save us; only Jesus has done enough. But good works show our thankfulness. The most basic attitude of a Christian toward other believers is one of humility (Philippians 2:5-11), each treating the other as more important. Likewise, if Jesus washed the disciples' feet, we are to humbly serve each other and allow others to serve us. It is God's will that individual Christians unite with a body of believers in a local congregation so that we may serve each other, encourage each other in the faith and combat the sin which no longer reigns as king in our lives, but which can still attack us like an outlaw.

The final authority for faith and practice in the Church is the Bible. In our struggle against the chief sin of idolatry the Bible is our firm foundation; the more we know it and apply it to our lives, the more we will see and follow our Lord's will. I believe that this generation, which has seen every other authority figure toppled (which isn't so bad, because though they might be good surrogates, they are lousy gods), desperately needs to hear that the Bible can be trusted to reveal truth about God, the human condition, and salvation. I believe it is the duty of pastors to preach and teach the Word, its content and meaning. Passion without understanding leads to David Koresh; let us be passionate for Christ with understanding. This allows us to truly take up our crosses and follow Him.

The sacraments are signs of the real presence and power of Christ in the church. Instituted by God and commanded by Christ, there are two, Baptism and the Lord's Supper. Baptism in the New Testament corresponds with circumcision in the Old Testament, the sign given to believers and their children within the covenant community. This is received only once. The Lord's Supper is continually celebrated throughout the life of the Church universal; through it we are united with the Church in all times and places. Jesus has commanded disciples to eat and drink His body and blood in remembrance of the sacrifice necessary for our salvation; thus empowered by the illustration when we receive it correctly, we are driven on to greater acts of thankfulness to the Lord.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Sykes and Westminster Presbyterian Church, Burlington, North Carolina, effective July 15, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$21,000.00
Manse Allowance	6,000.00
Automobile Reimbursement	3,000.00
Education/Book Reimbursement	750.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED
4 weeks vacation	2 weeks Study Leave

d. The following Administrative Commission was approved to install The Reverend Charles Powell Sykes, Sr. at Westminster Presbyterian Church, Burlington, North Carolina, on August 11, 1996 at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Charlie Williams	Preside & Propound the Constitutional Questions	Minister

Lisa Mullen	Preach the Sermon	Minister
Herbert Brooks	Charge the Minister	Elder
Lou East	Charge the Congregation	Minister
Wade Redding	Lead in Worship	Elder
Tom Vinson	Prayer of Installation	Elder

e. Mr. Sykes was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF BRIAN KENNETH RUMMAGE

ACTION:

13. Salem Presbytery approved the committee and floor examination of Brian Kenneth Rummage in accordance with Book of Order G-11.0402.

    a. Brian Kenneth Rummage was received from Foothills Presbytery so that he may accept the call of the Bixby Presbyterian Church in Advance, North Carolina, as Pastor, effective July 1, 1996.

    b. His credo which follows was approved:

I believe in one God, Father, Son and Holy Spirit, whose sovereignty and love are over all people. This God is our creator, redeemer and sustainer and is intimately involved in the history of God's people. God created this world and all that is in it, setting humankind to the task of obedience toward God and stewardship of creation. But humanity rebelled against God and lost sight of whose they were. The consequences of this rebellion was inevitable death.

But God continued to be faithful to God's creation and provided means of salvation. We see this redemptive activity of God in the life and history of Israel: through the call to Moses to lead God's people out of slavery in Egypt; through the raising of judges and kings to rule with righteousness.

God's redemptive acts are most clearly seen in the life, death, and resurrection of Jesus Christ. In Jesus, God was fully in our midst. He ate and fellowshipped with poor people and tax collectors alike. He showed us what true obedience and faithful life meant, and the cost of true discipleship. Through Jesus' earthly life and teaching we gain an understanding of what it means to be fully human, made in God's image. Through His death and resurrection, we were reconciled to God and sin and death were conquered.

In Christ, all of God's people are sustained and empowered by the Holy Spirit. This spirit gives life to the testimony of God found in the Old and New Testaments of the Bible. The Bible is testimony of the love of God for God's people. It is this Word, through the power of the Holy Spirit, which gives us a standard for life in God's image.

The gathered community of faith experiences the movement of the Spirit in the sustaining power of the sacraments. In Baptism we come to know of God's reconciling action as we are washed, claimed and nurtured by God. In the Lord's Supper we hear again and again of grace, forgiveness, and new life as we partake in God's sustenance with the gathered community. Through these outward seals, we are reminded that through the Holy Spirit we are empowered for new life and given direction, instruction and comfort.

To follow as disciples of Christ is not an individual exercise, but one that is done in community. The Community of Faith is called the Church and it exists under the lordship of Jesus Christ. The Church is called to proclaim Good News in both word and deed to all humanity. The life and work of the Church are expressed clearly within the statements of other Great Ends of The Church found in the Book of Order.

IN THESE THINGS I BELIEVE

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Rummage and Bixby Presbyterian Church, Advance, North Carolina, effective July 1, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$24,000.00
Manse Allowance	3,000.00
Automobile Reimbursement	2,500.00
Continuing Education	900.00
Board of Pensions	PROVIDED

Vacation 4 weeks   Study Leave 2 weeks

d. The following Administrative Commission was approved to install The Reverend Brian Kenneth Rummage as Pastor of the Bixby Presbyterian Church, Advance, North Carolina, on July 28, 1996, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Leland Richardson	Preach the Sermon	Minister
Henry VanHoy	Charge the Minister	Elder
Tom Cornatzer	Charge the Congregation	Elder
Harold Fuller	Lead in Worship	Minister
Willie Garvin	Prayer of Installation	Elder

e. Mr. Rummage was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

Presbytery proceeded with the examination of candidate Juan Pizarro Guthrie. He has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

RECEPTION OF JUAN PIZARRO GUTHRIE

ACTION:

14. Presbytery approved the committee and floor examination and sermon of Juan Pizarro Guthrie.

a. Juan Pizarro Guthrie was received and will be ordained by Salem Presbytery on August 11, 1996.

b. His credo which follows was approved:

I believe in God who created the universe; Creator that shares in the lives of human beings and nature. God's nature is love in all its forms. This love is eternal and unconditional. God's love is sovereign over all the universe. Humans have the opportunity to share in the divine ability to love by loving one another, as God loves us. God is justice, righteousness, mercy, forgiveness, which are all revealed in the personhood of God's only Son, Jesus the Christ. God's majesty is incarnated in Jesus who lived His human life to its fullest potential.

Jesus Christ was both fully human and fully divine. Jesus' life reflects as the shining light of human existence in the midst of the deep sorrows, pain, brokenness, and fears that humanity experiences day to day. Humanity has witnessed the best example of God's nature through the life, death, and resurrection of Jesus Christ, the divine Redeemer, helps to overcome the presence of evil, suffering, sin, oppression, and death in the universe with their capacity to harm the human spirit. Jesus, the risen Savior, tells us through His resurrection that no struggle or hopeless situation is unsurmountable for the power of God's love to overcome.

God continues to reveal God's self through the Holy Spirit in the lives of believers. The Holy Spirit provides a vision for the ultimate good in our lives and sustains us in the present and propels us into the future with God's grace. God is also knowledgeable. God took the divine initiative to reveal these truths to us in scripture. The Holy Scriptures chronicle God's actions among God's people. The Scriptures are inspired by the Holy Spirit and an authority in matters of faith, love, grace, and hope.

The Holy Sacraments of Baptism and Lord's Supper are symbols of our faith which represents God's love for the community of believers. We are joined together in the covenant of believers, as well as committing ourselves to one another and God through Baptism. We reaffirm our belief in the Christ by the symbolic breaking of the bread and drinking of the wine. These Sacraments are a response to God's call to covenant, sharing, and an expression of our faith in the Lord, as well as "the Body of Christ."

The Church was instituted by Jesus the Christ to be a "body of believers" to assist the children of God to meet the situations and circumstances that will challenge their faith in the Lord's promise of Salvation. The Church is also commissioned to take this promise of salvation from sin into the world to share both the words and deeds of faith, hope, grace, and love. The Church is sent forth into the world, and thus sanctified by Christ's blood, equipped with the Holy Scriptures. and the traditional confessions of the Presbyterian Church (USA). The traditional confessions assist to equip and guide the church, because they address the various situations and needs of the church through the human history. The confessions are a reflection of the evolution of the church's faith. Therefore, it enables the church in becoming formed and reformed in the image of Christ as the church continues to proclaim the good news of God's grace to the world.

c. The following Administrative Commission was approved to ordain Mr. Juan Pizarro Guthrie, who is a candidate for the Ministry of the Word and Sacrament of Salem Presbytery, so that he might accept the call to serve as Pastor of Mt. Morris Ascension Church, New York City, New York, and a service of Ordination to the Ministry of the Word and Sacrament will be celebrated August 11, 1996, at St. James Presbyterian Church, Greensboro, North Carolina, at 4:00 p.m. and following his ordination, his membership will be transferred to New York City Presbytery.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
J. Herbert Nelson	Preach the Sermon	Minister
Byron Wade (Guest)	Charge the Minister	Minister
Alyce Kelly	Charge the Congregation	Minister
Esther Preston	Lead in Worship	Elder
Phyllis Chambers	Prayer of Ordination	Elder
Marsha Hooks	Lead in Worship	Elder

COMMITTEE ON MINISTRY

Jim Rissmiller & Ann Jahnes, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of Bethel Presbyterian Church, McLeansville, North Carolina, in securing The Reverend Robert O. Freeman to serve as Interim Pastor for a one-year period from June 1, 1996 through May 1, 1997.

2. Concurred with the action of the Session of Elkin Presbyterian Church, Elkin, North Carolina, in securing The Reverend Thomas B. Bagnal, Jr. to serve as Interim Pastor for a one-year period from August 1, 1996 through July 31, 1996, if the way be clear.

3. Concurred with the action of the Session of First Presbyterian Church, Salisbury, North Carolina, in securing The Reverend William J. Cowfer to serve as Interim Associate Pastor for a one-year period from March 1, 1996 to April 30, 1997.

4. Concurred with the action of the Session of Taylorsville Presbyterian Church, Taylorsville, North Carolina, to renew the Interim Pastor relationship with The Reverend Jeffrey D. Smith for a one-year period from April 14,1996 to April 13, 1997.

TRIENNIAL VISITATIONS FOR 1996

5. Triennial Visitations for 1996 have been reported per Attachment 1.

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

MINISTERS/CANDIDATE TRANSFERRING TO ANOTHER PRESBYTERY

1. The Reverend Paul Woodall transferred from Salem Presbytery to Coastal Carolina Presbytery to accept a call to the First Presbyterian Church, Whiteville, North Carolina, effective April 1, 1996.

2. The Reverend John C. Brearley transferred to Foothills Presbytery so that he might accept a call to the John Knox Presbyterian Church, Greenville, South Carolina, effective August 1, 1996.

3. Mr. Juan Pizarro Guthrie, a candidate, transferred to Presbytery of New York City so that he might accept a call to the Mt. Morris Ascension Presbyterian Church, New York City, New York, effective July 7, 1996.

4. The Reverends Robert A. Fiedler and Dusty K. Fiedler transferred to Presbytery of the Peaks so that they might accept a call to the Covenant Presbyterian Church, Roanoke, Virginia, as Co-Pastors effective August 4, 1996.

DISSOLUTION OF RELATIONSHIPS

5. Dissolved the pastoral relationships between The Reverends Robert A. Fiedler and Dusty K. Fiedler and the Clemmons Presbyterian Church, Clemmons, North Carolina, effective August 4, 1996.

6. Dissolved the pastoral relationship between The Reverend John C. Brearley and the Elkin Presbyterian Church, Elkin, North Carolina, effective August 1, 1996.

7. Dissolved the pastoral relationship between The Reverend Paul Woodall and the Bethel Presbyterian Church, McLeansville, North Carolina, effective April 1, 1996.

8. Dissolved the pastoral relationship between The Reverend Kellie E. Weekley-Mills and the Lansing Presbyterian Church, Lansing, North Carolina, as Pastor and Mt. Jefferson Presbyterian Church, West Jefferson, North Carolina, as Associate Pastor, effective July 31, 1996; that the status of The Reverend Kellie E. Weekley-Mills be changed to Member at Large, effective August 1, 1996. The relationship between The Reverend Kellie E. Weekley-Mills and the Lansing/Mt. Jefferson Presbyterian Churches was a five-year agreement from a Bicentennial Fund project of Union Theological Seminary. As part of the agreement, The Reverend Kellie E. Weekley-Mills will be returning to Union Theological Seminary to complete additional theological training.

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

9. Granted permission for The Reverend Rick Spielman, a member of Charlotte Presbytery, to labor inside the bounds of Salem Presbytery for a one-year period from August 1, 1996, to July 31, 1997, serving as Temporary Supply at Bethany Presbyterian Church, Statesville, North Carolina.

PERMISSION TO LABOR OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

10. Granted permission for The Reverend O. Leighton Culler to labor outside the bounds of Salem Presbytery for a one-year period from June 1, 1996, to May 31, 1997, so that he might serve as an Interim Pastor at Crestview Presbyterian Church, West Chester, Ohio, in the Presbytery of Cincinnati.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

ACTIONS:

COMPENSATION FOR 1997

15. "For calls which meet minimum requirements: 1997 minimum salary - $19,600. For ministers with a manse, the manse allowance is $3,060.00; for ministers with a housing allowance, housing allowance will be $6,510.00. (This represents an overall 3% increase in minimum compensation.)

16. "For calls which are above Presbytery minimum, for installed ministers, an overall 3% cost of living increase in salary/housing is recommended."

17. "The 1997 automobile reimbursement will be $3,100. (10,000 miles @ .31 per mile federal allowable rate)."

D. OMNIBUS MOTION ACTIONS

WAIVER OF ROTATION OF OFFICERS

ACTIONS:

18. Presbytery concurred with the action of the congregation of the Yadkin United Presbyterian Church, Mebane, North Carolina, at the annual Congregational meeting of May 19, 1996, that due to limited membership, a waiver from the requirement of G-14.0201a be granted for a period of three years, beginning January 1, 1997.

MODERATORS OF SESSION

19. The Reverend Robert O. Freeman was appointed Moderator of Session for the Bethel Presbyterian Church, McLeansville, North Carolina.

20. The Reverend David Kivett was appointed Moderator of Session for the Starmount Presbyterian Church, Greensboro, North Carolina.

21. The Reverend Thomas Bagnal was appointed Moderator of Session for the Elkin Presbyterian Church, Elkin, North Carolina.

22. The Reverend Joe Spears was appointed Moderator of Session for Second Presbyterian Church, Mocksville, North Carolina, and Mt. Vernon Presbyterian Church, Woodleaf, North Carolina.

23. The Stated Supply relationship between The Reverend William Lawrence and the Yadkin United Presbyterian Church, Mebane, North Carolina, was extended until December 31, 1996.

24. Presbytery concurred with the request of The Reverend Jamie Pharr to terminate her Stated Supply relationship at the Bethany Presbyterian Church, Statesville, North Carolina, effective May 26, 1996, and she was declared a Member at Large of Salem Presbytery.

LUNCH

Presbytery adjourned with prayer at 12:30 for lunch.

AFTERNOON SESSION

REPORT OF GENERAL ASSEMBLY COMMISSIONERS

Following lunch, Presbytery broke up into groups to hear the report of the General Assembly Commissioners.

The Moderator then reconvened the Presbytery at 1:55, and the Reverend George Carpenter led the Prayers of Thanksgiving and Intercession and the dedication of the 2¢-A-Meal/Pennies Offering.

MEMORIAL FOR CHARLES LYNNWOOD BROWN

It was love at first sight the first time I saw him. But alas, I was only 15 and he was 32. It was 1946 and he was the new preacher in town and in my new church, White Memorial Presbyterian Church in Raleigh. He was young and magnificently handsome, with dark brown eyes that caught your attention and wouldn't let you go. He was fresh out of the Army and came to Raleigh with the aura of a war hero. Over the next 25 years the Rev. Charles Lynwood Brown would take the fledgling White Memorial Church and help it grow into one of the larger congregations in our denomination.

Lynn was born in Concord, NC, on January 4, 1914. Like most young men planning to enter the Presbyterian ministry, he attended Davidson College and graduated from Union Theological Seminary in Richmond in 1940, where he won the Moses D. Hoge Fellowship for further study. For a year after he finished his additional graduate studies, Lynn served as Presbyterian Chaplain to the students at the University of Tennessee, but with the onset of World War II, he entered the Chaplaincy of the US Army. He served with distinction in the Mediterranean and European theaters with the 517th and 504 Parachute Infantry Regiments. He broke his ankle in the parachute jump into the war zone and despite that injury, he assisted another soldier who was also injured to return to the US lines. He was sent to the Army hospital but in a few days, wanting very much to rejoin his unit, he simply got up and walked out of the hospital. He was shortly declared AWOL by the hospital, but his commanding officer just nodded to Lynn when he got back to his unit. By the time he was discharged in May, 1946, he had achieved the rank of major and had won the Bronze Star, the Purple Heart, five battle stars and various unit citations.

Lynn seldom spoke of his war experiences, but in a sermon he recounted one. He was with a group of paratroopers who had not been able to get back to their own lines before dark. They knew that sentries had orders to shoot anything that moved in the dark. "Chaplain, you've got to do something," one of the men said. And so as they approached the lines, Lynn began reciting Psalms, not just reciting, though, but shouting them so that the sentry could hear him. As Lynn said, he shouted every Psalm he could think of as he and his men approached the lines. And miraculously, they entered safely. The guard said, "Chaplain, if it had been anyone but you, you would all be dead, but I recognized your voice." The text for the sermon was, of course, John 10.

Lynn's voice was one that I still remember and can hear in my mind if I close my eyes and listen. when he preached the firmness and calmness of that voice commanded your attention and yet the depth and warmth of it assured you of the love and grace of God. He was, indeed, one of the finest preachers that I ever heard. But he was also a teacher beyond compare. In the early days of White Memorial the Young Adults Class was formed and had such visiting teachers as Miss Lucy Steele and Dr. William Pressly from Peace College and Dr. Clarence Brannon of West Raleigh Church, all names that any of you who came from old Orange Presbytery would recognize. But them Mr. Brown was asked to teach the class and it was soon given the name "The Brown Bible Study Class." The class outgrew every room in the new Church House and eventually led to the church's having an early service with an average attendance of three hundred. Lynn never stopped teaching and after he retired to Blowing Rock in the early '70's, he kept up his Bible classes, either in people's homes or at Blowing Rock's St. Mary's of the Hills Episcopal Church. These classes drew not only the year-round residents but many summer visitors to Blowing Rock looked forward each year to returning to this class. Lynn was always gently in his teaching, not being dogmatic, but often saying simply, "Well, this is what this passage says to me. This is what I think Jesus meant."

Lynn Brown was many things to many people, and when White Memorial celebrated its 50th anniversary last May, just a few weeks after Lynn's death, many fond stories and remembrances were recounted. For me, Lynn was my counselor. When I struggled with the decision to go or not to go Assembly's training School, now PSCE, he led me through my thinking and assured me that I had not let down the people in the church who had supported me nor had I turned my back on God's will for me, assuring me that God's will could be lived out in many ways. And my husband, John, remembers even more than I do that when we had marriage counseling with Lynn before our wedding, Lynn instructed both of us that we should find that strengths and talents that each of us possessed and allow each other to lead in those areas of strength. Perhaps he recognized that with two people who had such strong personalities and who were both very independent, this was the only way the marriage would survive. But I still find this advice to be rather remarkable for the year 1953, long before the time of the women's movement.

Lynn followed this advice in his own marriage. During the first year-and-a-half of White Memorial's history, everything seemed to be proceeding in an orderly fashion except the minister, through no neglect of the local young unmarried women, and their mothers, had not married. However, as if to remedy the situation, on April 29, 1948, in Winnetka, Ill, Lynn was married to Rowena Kirby-Smith Coleman, a great-granddaughter of Gen. Edmund Kirby-Smith of Confederate Army fame. During the years of their marriage, Kirby pursued a graduate degree in counseling and has done extensive work in the field of spiritual healing.

Lynn and Kirby have three children, Dr. George F. "Jeb" Stuart Brown of Salt Lake City, and Charles Lynnwood Brown and Mrs. Julianna Brown Henderson of Sante Fe.

Lynn Brown was truly a Renaissance man. He was a scholar with an avid interest in history. When Kirby recently invited me to take some of Lynn's books, I was amazed to see that the history books covered everything from ancient Greek to a book on how the historical development of mathematics effected the development of religion. But there were also books of poetry and theology, and novels classical and new. Lynn could often be heard playing the piano at home and he was an accomplished organist. He was a "fair to middlin" golfer. As a Blowing Rock friend said, "He played wonderfully, he had a brilliant mind, and he looked like a movie star--just very debonair, a cross between Charles Boyer and Gregory Peck, with a kind of devilish, reckless look."

But more important, I think, is what was said about him when White Memorial dedicated one of its early histories of the church to him.

"From Mr. Brown we have received the inspired spiritual leadership that comes only from one who walks humbly with his unwavering devotion to right as he sees it, and his remarkable ability of recognizing and utilizing the best in each one of his congregation has endeared him to every member of the church. When Mr. Brown came to White Memorial there was a church-wide feeling of satisfaction that such a capable and outstanding pastor had been selected. Few realized, however, that such an organizational leader had been selected. He possesses a rare ability of not only knowing how to get each person to do his share of the church work but also if instilling into them enthusiasm and the joy of doing a good job. His leadership through the years is gratefully acknowledged and appreciated but it must be left to a historian of later years to evaluate adequately and recount his far reaching influence in our community."

Surely, the phenomenal growth of White Memorial Church during its first 25 years has proven the value of Lynn Brown's leadership, and the love and affection of all those who knew him, during his years of active ministry and during his years of retirement, have proven the worth of the man. He will be sorely missed as preacher, teacher, husband, father, friend, and true son of God by who knew him.

Written and read by the Reverend Pat Stewart

COMMITTEE ON PREPARATION FOR MINISTRY

Maggi Henderson & Russell Ritchel, Co-Moderators

The Reverend James Mitcham presented the report in he absence of the co-moderators.

On May 24, 1996, the Annual Consultation took place and Inquirers: Frank Boyd, Jim Coone, Robyn Garrison, Katrina Foster, Ray Mimms, Delores Spielman and Candidates: Nath Briley, Calvin Crump, Juan Guthrie, Anne Hall, Wesley Kort, Debbie Layman and Rick Underwood were reviewed.

Final assessments were completed for candidates Debbie Layman, Juan Guthrie, Wesley Kort and Robert Snyder. These candidates have been "certified as candidates ready for examination for ordination", pending a call per G-14.0310a.

ACTIONS:

25. The examination requirements of G-14.0310b(4) were waived for candidate, Charles Nathaniel Briley and Presbytery certified Charles Nathaniel Briley "ready for examination for ordination, pending a call," (G-14.0313b). Nath successfully completed all of the ordination examinations except theology. Your Preparation for Ministry Committee has interviewed Nath on several occasions. He was assigned questions from a theology exam, given permission to use a word processor for editing his writing, and given two weeks to submit his work to the Committee. He performed as instructed. His work was reviewed by the Preparation for Ministry Committee and found to be acceptable. Following a subsequent interview with Nath, the Preparation for Ministry Committee unanimously approved a motion to recommend this action to Presbytery. The Synod of the Mid-Atlantic has approved this request for waiver of examination requirements.

26. Presbytery proceeded with the examination of Robyn Garrison, an inquirer seeking candidacy, and following successful examination by Presbytery, she was received as a candidate for the Office of Minister of the Word and Sacrament (G-14.0305e,f). Presbytery designated February 10, 1996, as the beginning date of her candidacy. Robyn appeared before the Preparation for Ministry Committee regarding her application for candidacy on January 8, 1996, and the Committee unanimously agreed to recommend her to Presbytery.

CHURCH DEVELOPMENT COMMITTEE

William Cleveland, Moderator

Tom Miller reported in the absence of the Moderator of the Committee.

The Church Development Committee reviewed recently the application for Review and Revision of General Loans from the Yadkin United Presbyterian Church, Mebane, North Carolina. Yadkin United is a small church with 40 members located in an area of approximately 5,000. It has been noted, however, that this is one of the fastest growing areas in the area of Salem Presbytery.

Yadkin United was organized in 1968 and built its present facility 1972. Loans were made from the General Assembly totalling $42,000. The church has made payments to the General Assembly on a timely basis and is asking the General Assembly loan repayment schedule remain at its current rate at $202.50 per month with the understanding that another review will be made in five years.

ACTION:

27. The application for General Assembly Loan Adjustment submitted by Yadkin United Presbyterian Church was approved as submitted. (Loan payments to remain at $202.50 per month.) (Appendix E, pp. 155-158.)

Shiloh Presbyterian Church, Burlington, NC, is in the process of negotiating the sale of its church property at 2634 Alamance Road. During the street widening and improvements in the area where the church is located, the front portion of the property was reduced to a few feet. The church was compensated for their loss of property and is presently negotiating the sale of the remainder of the property. The Church Development Committee is currently working with the church in helping to determine the best site for its future location.

ACTION:

28. Presbytery granted Council the authority to make the final decision relative to the future location of Shiloh Presbyterian Church, Burlington.

James Earhart of Church Planning Consultants Group of Atlanta, Georgia, recently completed an update to the 1991 Church Development Study for Salem Presbytery which recommended new church development in the Lake Norman area in the 1993 - 1997 period. The study revisited the needs, potential, development time-line, and sites for consideration.

Based on the recommendation of the 1991 study and the reinforcement of this recommendation by the June 1996 update, the Church Development Committee is hoping to have a steering committee in place very shortly to begin the development of a new church in this area. Land costs in the area are at a premium, and finding a suitable location for a church site consisting of at least seven (7) acres has proven to be a formidable task. The need to take action within a short period of time, when a suitable location becomes available, is crucial. The Church Development Committee, working with the steering committee, may need to obtain permission to take necessary action for land purchase on relatively short notice.

ACTION:

29. Presbytery granted Council the authority to take necessary action relative to land purchase for new church development in the Lake Norman area, subject to the approval of Presbytery. When it becomes necessary to purchase property, the Council will call a meeting of Presbytery to consider this matter.

GOALS & EVALUATION COMMITTEE

Norman Whitney, Moderator

The previously approved Cluster Concept for the Salem organizational plan is in process of being implemented. Cluster groups have begun meeting to work on the details of the plan. A good response has been received from individuals indicating their preferences for Cluster assignments.

The Goals & Evaluation Committee has been working with those developing the specifics of the arrangements for particular Clusters.

ACTIONS:

30. The previous length of service guidelines and the present committee assignments for persons serving in the old structure were voided in order to give the Nominating Committee the freedom to place the strongest candidates available in key positions to get the new concept off to a strong, effective start.

31. Clusters will be composed of both "elected" and "selected" members. The number of elected members will be determined by the Presbytery and nominees will be submitted by the Nominating Committee for election by the Presbytery. If needed, the Nominating Committee will ask someone from the Cluster to talk with each nominee for an elected member before their presentation to Presbytery. The number of selected members for a Cluster will be determined by the Council, and the Cluster themselves will nominate specific persons to fill that number for approval by the Council. Expenses will be paid for all elected and selected members who request it. Additional volunteers may be co-opted by the Cluster for specific tasks (like visitation teams from the Ministry Cluster).

32. Cluster priorities will be adjusted (or changed) annually in accordance with the evaluation and updating process led by the Goals & Evaluation Function Group of Council. Strategies must be adjusted to include only work that can be accomplished by the number of persons available in the time allotted. Clusters must recommend to Council annually the priorities for the coming year and the three-year plans for all assigned strategies in the total Cluster assignment. Cluster tasks are limited to those approved. New initiatives can be incorporated into Cluster Priorities through the annual evaluation and updating process.

33. Fewer, longer meetings adjusted to fit schedules of elected members will be negotiated. If members cannot attend regularly at the agreed time of meetings, either the meeting schedule should be adjusted or the person should be replaced or move to another cluster with a more favorable schedule. Clusters will normally meet only quarterly with the exception of Council and Ministry. Most of the Cluster's work will be carried out between its meetings by Task Groups. *The major purposes of cluster meetings are to make plans, decisions, assignments, and receive reports.*

34. Meetings that include recommendations to be made to Presbytery must be scheduled no less than one month before the Presbytery meeting date so that all reports will be in the packet!

35. Cluster Covenant

Each member (elected and selected) will be asked to sign an annual covenant indicating willingness to:

a. Give high priority to attending cluster meetings.
b. Take assignments and make preparations as appropriate.
c. Think, pray, and write down ideas/inspirations gained.
d. Pray for Cluster, each member and specific task regularly.

36. The number of elected members on each of the groups in the new structure were set as follows:

MISSION	
Educational Ministries Cluster	6
Church Growth & Enrichment Cluster	6
Shalom Cluster	6
Worldwide Ministries Cluster	6
GOVERNANCE	
Ministry Cluster	48
Permanent Judicial Commission	9
Nominating Committee	12
Committee on Representation	9

VISION & COORDINATION	
Council Cluster	24
Budget & Finance Function Group	2
Presbytery Meetings Function Group	2
Goals & Evaluation Function Group	2
Denominational Commitment Function Group	2
Communications Function Group	2
Personnel Function Group	2

REPORT OF THE STATED CLERK

SESSIONAL RECORDS REVIEW

117 churches presented their 1995 records for review at workshops held in May. 109 were approved, 8 were approved pending corrections or additions.

Those Approved included:

Alamance, Allen Temple, Asbury, Asheboro First, Bethany (Graham), Bethany (Statesville), Bethesda (Ruffin), Bethesda (Statesville), Buffalo, Burlington First, Calvary, Cameron, Church of the Covenant, Church of the Cross, Clemmons, Collinstown, Community in Christ, Cooleemee, Covenant, Crestwood, Cross Roads, Dellabrook, Dogwood Acres, Eden First, El Bethel, Elkin, Elmwood, Fairmont, Faith, Fieldstone, Fifth Creek, Flat Rock, Forest Hill, Forest Park, Francisco, Franklin, Freedom, Glendale Springs, Glenwood, Grace, Greensboro First, Greenwood, Guilford Park, Hawfields, High Point First, Highland, Hills, Jamestown, John Calvin, Kernersville First, Korean First, Lansing, Laurel Fork, Lexington First, Lexington Second, Lloyd, Logan, Love Valley, Mebane, Memorial, Mocksville First, Mooresville First, Mount Jefferson, Mount Tabor, Mount Vernon Springs, New Creation Community, North Wilkesboro, Oak Ridge, Old Town, Parkway, Pilot Mountain First, Pine Ridge, Pittsboro, Pleasant Grove, Prospect, Reidsville First, Salisbury First, Salisbury Second, Sandy Ridge, Shady Side, Shallowford, Shiloh (Burlington), Siler City, Sparta, Speedwell, Spencer, St. Andrews, St. James, St. Paul (Greensboro), Starmount, Stony Creek, Tabor, Taylorsville, Third Creek, Thomasville First, Thyatira, Trinity (Elon College), Trinity (Salisbury), Trinity (Winston-Salem), Unity, Vandalia, Wentworth, Westminster (Burlington), Westminster (Greensboro), Whispering Pines, Winston-Salem First, Yadkin United, Yadkinville, Yanceyville.

Those Approved, Pending included:

Fellowship, Griers, Mount Airy First, New Salem, Randolph, Sedgefield, Shiloh (Statesville), Springwood.

Those Not Presented included:

Baird's Creek, Bethel, Beulah, Bixby, Boone First, Boonville First, Centre, Cleveland, Clio, Concord, Danbury Community, Ebenezer, Edward Webb Memorial, Graham, Gulf, Hope View, Immanuel, Joyce, Little Joe's, Madison, Milton, Mocksville Second, Mount Vernon, Oakland, Oakview, Old Providence, Peak Creek, Piedmont, Pine Hall, Red House, Reid Memorial, Riverview, Rumple Memorial, Smyrna, Southminster, St. Paul (High Point), Statesville First, Stoneville.

1994 Records Presented:

Bethany (Statesville) Approved

1996 SYNOD COMMISSIONERS

Minister Commissioners	Elder Commissioners
Ruth B. Lenger (Spencer)	Ms. Elenor Durham (Westminster, Burlington)
Robert C. Evans, III (Oak Ridge)	Mr. Fred Ward (Parkway)
David C. Heil (North Wilkesboro)	Ms. Joanne Graham (Jamestown)
Alyce M. Kelly (Allen Temple)	Ms. Ruth Taylor (Mt. Vernon)

YAD

Charlie Lee (Asheboro First)

Inter-Racial Churches In Salem Presbytery

Church	Asian	Black	Hispanic	Native American	White	Other	Total
Buffalo		15			273		288
Church of the Covenant	1				345		346
Church of the Cross		37	1	4	201		243
Clemmons		1			352		353
Concord				1	283		284
Cross Roads	2				149		151
Eden First	1	8			360		369
Elkin	4				371		375
Faith	1				216		217
Forest Hills	9	2		3	309		323
Forest Park			1		284		285
Glenwood		9			99		118
Grace		248			1		249
High Point First	1		1		1088		1090
Highland	3	2	2	1	801	2	811
John Calvin		1			122		123
Kernersvxille First	1				132		133
Korean First	158	3			12		173
Lexington First		1			631		632
Memorial		1			87		88
Mocksville First	8				281		289
Mooresville First	5		2		849		856
Mount Airy First		1	1		375		377
New Creation Community		1			35		36
Salisbury First	2	1	1		1123		1127
Sedgefield			1		328		329
Shady Side	6	82			1	3	92
Shallowford		1			225		226
Speedwell			2		96		98
Starmount	2	2			945		949
Statesville First	5	1			640		646

Thomasville First	2				218	220
Thyatira	1				287	288
Trinity		1			156	157
Vandalia	3	9	1		279	292
Westminster (Greensboro)	1		1		700	702
Whispering Pines				1	27	28

Concerning Salem's Overture 96-9 Before the 208TH General Assembly (Albuquerque) Regarding Changes in Format of Ordination Vows

The Assembly asked its "...Congregational Ministries Division to report back to the 209th General Assembly (1997) with recommendations for constitutional change that would strengthen the church's theology and practice of ordination in the areas of...the office of deacon, and the distinctive and essential functions of each office.

The Overture 96-9 was disapproved, anticipating the more comprehensive revisions to be suggested to the 209th General Assembly (1997).

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-First Meeting of Salem Presbytery was adjourned with prayer by Moderator N. N. Fleming, III at 2:35 p.m. The next Stated Meeting will held on Tuesday, October 22, 1996, at Elkin Presbyterian Church, Elkin, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
THIRTY-FIRST STATED MEETING
LEXINGTON HIGH SCHOOL
LEXINGTON, NORTH CAROLINA

DOCKET

July 20, 1996

Name Tag Color Code:

Elder Commissioners	yellow dot
Minister	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

*** Denotes Order of the Day**
Numbers in parenthesis ( ) correspond to numbers in Packet materials

8:00		Registration	
***9:00**		CALL TO ORDER/OPENING PRAYER	*Moderator Neel Fleming*
	(1.1)	WORSHIP/COMMUNION	
		Preacher: The Reverend Billy F. Sosebee	
9:45		ORGANIZATION OF PRESBYTERY	*Moderator Neel Fleming*
		Quorum	
	(2.1)	Docket	*Murray White*
	(3.1)	Omnibus Motion	*Murray White*
		Welcome	
		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	
		Greeting from Ecumenical Visitor	
		Gayle Whitehead, Executive Director of Ecumenical Social Ministries	
	(4.1)	Communications	*John Handley*
10:05	**(5.1)**	COUNCIL	*Murray White*
		Includes Staffing Task Force Report	
10:20		PATHWAYS	*Pathways Planning Committee*
10:25	**(6.1)**	WORLDWIDE MINISTRIES COMMITTEE	
		Commissioning of Mexico Work Trip Participants	
10:35	**(7.1)**	HUNGER COMMITTEE	
		Report from Ghana Trip	*George Carpenter*
		Presentation of Gift from Ghana	*Charles and Marian Cameron*
10:50	**(8.1)**	BUDGET & FINANCE COMMITTEE	*Jud Milam*

11:00		Announcement from Board of Pensions Concerning Availability of Health Maintenance Organizations (HMO) in North Carolina	*John Handley*
11:05		LEES-MCRAE COLLEGE	*President Jim Schobel*
11:15		COMMITMENT TO PEACEMAKING PRESENTATION (Presbyterian Church of the Cross)	*Pat Stephens*
11:18		RECOGNITION OF HONORABLE RETIREMENT Jack Roger Marrow	*Leland Richardson*
11:25		ORDINAND PREACHING Juan Pizarro Guthrie	
11:45	**(9.1)**	EXAMINATIONS COMMITTEE	*David Kivett*
12:15	**(10.1)**	COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
***12:30**		**LUNCH**	
1:15		GENERAL ASSEMBLY COMMISSIONERS' REPORT	
1:55		PRAYERS OF THANKSGIVING/INTERCESSION 2¢/PENNIES OFFERING	*George Carpenter*
2:00		MEMORIAL FOR CHARLES LYNNWOOD BROWN	*Pat Stewart*
2:05	**(12.1)**	PREPARATION FOR MINISTRY COMMITTEE	*Russ Ritchel*
2:20	**(13.1)**	CHURCH DEVELOPMENT COMMITTEE	*Bill Cleveland*
2:25	**(14.1)**	GOALS & EVALUATION COMMITTEE	*Norman Whitney*
2:30	**(15.1)**	STATED CLERK REPORT	*John Handley*
2:35		ADJOURNMENT AND BENEDICTION	*Moderator Neel Fleming*

Written Reports for Information:

(16.1) Bicentennial Fund Accountability Committee
(17.1) Peacemaking Committee

Announcements:

(18.1) "Fa So La" Singing
(19.1) A Common Calling: A Dialogue of the Reformed and Lutheran Traditions
(20.1) Caring for Troublesome People
(21.1) September Evangelism Seminar
(22.1) Face-to-Face
(23.1) Middle School and Senior Highs Retreats
(24.1) Churches in Salem Presbytery Currently Seeking Ministers
Presbytery Evaluation Form (Yellow)

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
July 20, 1996

A. Supporting information on minister changes:

1. From other presbyteries

   - George K. Preston, III - Pastor, Prospect Church - from Holston Presbytery
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal

   - Brian Keith Rummage - Pastor, Bixby Church - from Foothills Presbytery
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal (pending)

   - Charles Powell Sykes - Pastor, Westminster Church (Burlington) - from Coastal Carolina Presbytery
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal (pending)

2. To other presbyteries

   - John C. Brearley to Foothills Presbytery effective August 1, 1996
   - Dusty Kenyon Fiedler to Presbytery of the Peaks effective August 1, 1996
   - Robert A. Fiedler to Presbytery of the Peaks effective August 1, 1996
   - Juan Pizarro Guthrie to New York Presbytery effective August 11, 1996
   - Paul D. Woodall to Coastal Carolina Presbytery effective April 1, 1996

3. Within this presbytery

   - Juan Pizarro Guthrie - Candidate under care of Salem Presbytery
     - Ordination Commission

B. Minutes of Ordination/Installation Commissions:

1. Thomas Allen Huff, Jr.
2. Joe L. Spears

Reference: Committee on Ministry

C. Communication from the Black Caucus of the Synod of the Mid-Atlantic to the Council of the Synod of the Mid-Atlantic concerning Charges of Racism

D. Session Resolution from the Unity Presbyterian Church, Witness for Biblical Morality.

E. Letter of appreciation from Indian Nations Presbytery regarding the support of prayers, gifts, and monetary donations as they observe the one-year anniversary of the bombing of the Alfred P. Murrah Federal Building in Oklahoma City.

F. Board of Pensions HMO dropped in North Carolina. Insurance cheaper.

Reference: Information

G. St. James Presbyterian Church Session--15 minute input in Commission Report.

Reference: Stated Clerk

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

ORDINATION AND INSTALLATION OF THOMAS ALLEN HUFF, JR. AS PASTOR OF CROSS ROADS PRESBYTERIAN CHURCH, MEBANE

The Commission appointed by Salem Presbytery to ordain and install Thomas Allen Huff, Jr. as Pastor of Cross Roads Presbyterian Church, Mebane, met at Cross Roads Church in the library, June 4, 1996, at 3:00 p.m. The meeting was called to order by Phyllis Kort. The prayer was offered by Thomas Allen Huff, Jr. The following members were present: Ministers Phyllis M. Kort, James M. Rissmiller; Elders Thomas Vinson, Trish Anderson, and Carol Fray. Phyllis M. Kort was elected Moderator and James M. Rissmiller, Clerk of the Commission. Guest minister Thomas O. Bagley of Greater Atlanta Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Thomas O. Bagley preached the sermon using as his text Matthew 25:14-30 and his topic, "Freedom, Risk, Creativity, Joy." Phyllis M. Kort propounded the constitutional questions to the Minister. Thomas Vinson offered the prayer of ordination and installation. Thomas Allen Huff, Jr. was declared duly ordained and installed as Pastor of Cross Roads Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Carol Fray charged the Pastor, and James M. Rissmiller charged the congregation.

Thomas Allen Huff, Jr., the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed the meeting with prayer by Phyllis M. Kort.

INSTALLATION OF JOE LEWIS SPEARS AS PASTOR OF CAMERON PRESBYTERIAN CHURCH, ELMWOOD

The Commission appointed by Salem Presbytery to install Joe Lewis Spears as Pastor of Cameron Presbyterian Church, Elmwood, met at the Cameron Church, June 2, 1996, at 3:45 p.m. The meeting was called to order by Esther Preston. The prayer was offered by Michael Warren. The following members were present: Ministers James Henderson, Merv Gardiner, Malcolm Bullock; Elders Esther Preston, James Steele, Roy L. Carruth, and Phyllis Chambers. Esther Preston was elected Moderator and Roy L. Carruth, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Rev. James Henderson preached the sermon using as his text Jeremiah 1:4-10 and Romans 10:14-17. Esther Preston propounded the constitutional questions to the minister. Phyllis Chambers propounded the constitutional questions to the congregation, and Jim Steele to the Freedom Ministry. Rev. Michael Warren offered the prayers of installation. Dr. Joe Lewis Spears was declared duly installed as Pastor of Cameron Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Rev. Malcolm Bullock charged the Pastor, and Jim Steele charged the congregation.

Dr. Joe Lewis Spears, the newly installed pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Dr. Joe Lewis Spears.

SALEM PRESBYTERY
1997 PROPOSED BUDGET

APPENDIX D

INCOME:	1994 Actual	1995 Actual	1996 Budget	1997 Proposed
Benevolence Giving	$1,774,778	$1,763,492	$1,766,000	$1,766,000
Presbyterian Hunger Program	$7,750	$7,750	$3,000	$6,000
Program Receipts	$35,897	$66,160	$34,379	$24,200
Hsinchu	$1,863	$0	$0	$0
Miscellaneous	$10,394	$442	$0	$0
Interest Income	$10,120	$22,602	$10,500	$20,000
Prior Year Unspent Funds	$0	$0	$0	$0
TOTAL REVENUE	$1,840,802	$1,860,446	$1,813,879	$1,816,200
EXPENSES:				
ADMINISTRATION COSTS				
Executive Presbyter/S.C.				
Salary	$38,755	$40,305	$41,716	$42,133
Housing	$13,000	$13,000	$13,000	$13,130
Pension	$15,600	$14,925	$15,320	$15,474
Self Employment Ins.	$3,959	$4,078	$4,186	$4,228
Dental Ins.	$483	$515	$515	$515
Continuing Education	$410	$1,089	$1,200	$1,200
Travel	$4,948	$5,712	$4,500	$4,500
Total	$77,155	$79,625	$80,437	$81,180
Assoc. Finance/Treasurer				
Salary	$42,041	$43,723	$45,253	$45,706
Pension	$11,772	$12,243	$12,671	$12,798
Social Security	$3,216	$3,345	$3,462	$3,497
Dental Ins.	$236	$252	$252	$252
Continuing Education	$519	$1,023	$1,000	$1,000
Travel	$520	$1,564	$2,500	$2,500
Total	$58,304	$62,150	$65,138	$65,753
Assoc Presby Care/Leadership				
Salary	$21,993	$24,873	$25,743	$26,000
Housing	$16,632	$16,632	$16,632	$16,798
Pension	$11,624	$11,621	$11,865	$11,983
Self Employment Ins.	$2,955	$3,175	$3,242	$3,274
Dental Ins.	$483	$515	$515	$515
Continuing Education	$1,139	$937	$1,000	$1,000
Travel	$2,693	$2,956	$4,000	$4,000
Total	$57,519	$60,709	$62,997	$63,570
Assoc. Presby./Congre. Life				
Salary	$27,566	$28,669	$29,672	$29,969
Housing	$13,000	$13,000	$13,000	$13,130
Pension	$12,227	$11,667	$11,948	$12,068
Self Employment Ins.	$3,103	$3,188	$3,265	$3,297
Dental Insurance	$870	$712	$515	$515
Continuing Education	$697	$852	$1,000	$1,000
Travel	$3,023	$1,842	$3,500	$3,500
Total	$60,486	$59,930	$62,900	$63,479

	1994 Actual	1995 Actual	1996 Budget	1997 Proposed
Hunger Action Enabler				
Salary	$11,881	$11,994		
Housing	$7,400	$6,262		
Pension	$5,812	$4,975		
Self Employment Ins.	$1,475	$727		
Dental	$236	$210		
Continuing Education	$65	$10		
Travel	$411	$583		
Total	$27,280	$24,761	$10,000	$10,000
Sub Total Program Staff	$280,744	$287,174	$281,472	$283,982
NON EXEMPT STAFF				
Salaries/Benefits	$136,897	$138,305	$143,433	$145,986
Travel	$170	$452	$1,000	$1,000
Continuing Education	$402	$628	$800	$800
Overtime/bonus/temporary	$3,174	$1,200	$1,300	$1,200
Pritchett (Orange Prsby)	$728	$0	$0	$0
Sub Total Non-exempt	$141,371	$140,585	$146,533	$148,986
TOTAL STAFF COMPENSATION	$422,115	$427,759	$428,005	$432,968
Office Costs				
Rent/Utilities	$23,550	$23,550	$23,550	$23,550
Telephone	$8,663	$9,474	$9,000	$9,500
Custodial	$1,980	$1,980	$2,000	$2,000
Service/Maintenance	$13,876	$14,361	$12,000	$12,400
Office Supplies	($2,755)	($2,728)	$1,000	$0
Postage	$2,619	$5,067	$4,000	$5,000
Equipment Maintenance	$164	$527	$1,000	$600
Equipment Purchase	$16,248	$0	$2,000	$0
Audit/Legal	$7,960	$8,080	$8,500	$8,500
Insurance	$7,063	$9,467	$7,000	$8,500
Miscellaneous	$165	$248	$0	$0
Legal Fees	$0	$0	$500	$500
Motor Vehicle	$16,589	$12,180	$0	$0
Sub Total	$96,122	$82,206	$70,550	$70,550
TOTAL ADMINISTRATION COST	$518,237	$509,965	$498,555	$503,518
GOVERNING BODY FUNCTIONS				
Council Costs	$15,783	$8,485	$5,490	$5,100
Black Caucus	$2,518	$1,319	$3,900	$3,900
Evaluation & Goals	$23	$2,003	$800	$800
Nominating Committee	$955	$595	$935	$600
Permanent Judicial Com.	$90	$0	$1,200	$1,200
Representation Committee	$74	$4	$100	$100
Stated Clerk/Presbytery	$14,639	$17,494	$16,250	$17,000
Women of Color	$520	$386	$1,025	$1,000
Self Development Committee	$1	$14	$0	$0
Bi-Centennial Committee	$432	$247	$0	$0
TOTAL GOVERNING BODY	$35,035	$30,547	$29,700	$29,700

	1994 Actual	1995 Actual	1996 Budget	1997 Proposed
ADMINISTRATIVE SERVICES DIV.				
Division Costs	$24	$0	$100	$100
Communication Committee	$6,326	$7,143	$7,934	$7,934
Budget/Finance Committee	$686	$567	$689	$689
Personnel Committee	$415	$832	$600	$600
TOTAL ADMINISTRATIVE SERV	$7,451	$8,542	$9,323	$9,323
CHURCH DEVELOPMENT DIVISION				
Division Costs	$3,632	$1,782	$2,650	$2,650
Church Development Committee	$42,983	$63,022	$127,116	$127,116
(Freedom Ministry)	$0	$0	$0	$50,000
Evangelism Committee	$3,569	$2,177	$7,150	$6,600
Small Church Committee	$116,844	$103,484	$118,000	$118,000
TOTAL CHURCH DEVELOPMENT	$167,028	$170,465	$254,916	$304,366
CHURCH IN THE WORLD DIVISION				
Division Costs	$790	$1,495	$200	$200
Urban Ministry Grants	$24,292	$16,980	$20,028	$20,028
Hunger Committee	$863	$1,435	$1,500	$1,500
Peacemaking Committee	$580	$2,023	$3,375	$3,375
Social Justice Committee	$568	$855	$11,250	$11,250
Criminal Justice Committee	$9,240	$9,003	$0	$0
Women's Ministry Committee	$1,522	$1,315	$3,000	$3,000
Racial Ethnic Committee	$662	$0	$0	$0
Higher Education Committee	$36,722	$49,299	$48,375	$48,375
Worldwide Ministry Committee	$10,627	$34,087	$12,300	$9,050
Ecumenical Relations Comm.	$636	$949	$2,300	$2,300
TOTAL CHURCH/WORLD DIV.	$86,502	$117,441	$102,328	$99,078
COMMITTEE ON MINISTRY				
Examinations Committee	$859	$508	$1,400	$1,400
Committee Expenses	$6,198	$7,811	$8,200	$8,200
Calls & Vacancies Committee	$19,551	$1,903	$2,000	$2,000
Conciliation Committee	$1,500	$0	$2,250	$2,250
Visitation Committee	$254	$332	$2,400	$2,400
Preparation for Ministry	$19,943	$17,523	$23,285	$23,085
Professional Development	$2,108	$3,483	$0	$0
Professional Support	$1,750	$1,722	$6,700	$6,700
Compensation/Retirement	$3,490	$3,800	$3,500	$3,500
Lay Ministry	$0	$0	$0	$0
TOTAL COMTE. ON MINISTRY	$55,653	$37,082	$49,735	$49,535

	1994 Actual	1995 Actual	1996 Budget	1997 Proposed
CONGREGATIONAL LIFE DIVISION				
Division Costs	$2	$41	$250	$250
Pathways Committee	$4,238	$4,205	$8,000	$8,000
Educational Ministry Cmte.	$1,994	$989	$3,720	$2,875
Stewardship Education Cmte.	$679	$1,099	$2,075	$2,075
Worship and Music Committee	$359	$888	$2,000	$2,000
Resource Centers Committee	$1,448	$852	$3,100	$2,500
Youth Ministry Committee	$8,969	$31,781	$8,400	$7,900
Children's Ministry Cmte.	$829	$1,102	$2,150	$1,900
Singles Committee	$413	$187	$1,000	$850
Adult Ministry Committee	$1,061	$1,760	$2,450	$2,260
Presbyterian Men	$892	$730	$1,000	$1,045
Spiritual Formation/Enrichme	$919	$39	$1,950	$1,400
TOTAL CONGREGATIONAL LIFE	$21,803	$43,673	$36,095	$33,055
OUTDOOR MINISTRIES				
Outdoor Ministries Division	$139	$112	$600	$600
Camp Grier	$28,283	$29,932	$30,755	$30,755
CampsNewHope/Presbyterian Pt	$64,390	$66,634	$71,886	$71,886
Admin. Cost--New Hope/Presby	$3,800	$4,000	$4,160	$4,160
TOTAL OUTDOOR MINISTRIES	$96,612	$100,678	$107,401	$107,401
TOTAL PRESBYTERY OPERATIONS	$988,321	$1,018,393	$1,088,053	$1,135,976
ASSESSMENTS				
General Assembly	$165,998	$166,123	$165,997	$165,997
Synod of the Mid-Atlantic	$96,442	$95,194	$91,461	$91,461
BUDGETED BENEVOLENCE				
General Assembly	$297,917	$260,638	$261,375	$261,375
Synod of the Mid-Atlantic	$213,243	$202,833	$206,993	$206,993
Higher Governing Bodies Tota	$773,600	$724,788	$725,826	$725,826
TOTAL EXPENSES	$1,761,921	$1,743,181	$1,813,879	$1,861,802
Excess Income/Expenditure	$78,881	$117,265	$0	($45,602)

APPENDIX E

Received: GA Church Loan Program ________________

FORM X

APPLICATION FOR REVIEW AND REVISION OF GENERAL ASSEMBLY CHURCH LOAN TERMS

(Loan Term Adjustment)

JECT IDENTIFICATION

od Mid-Atlantic Presbytery Salem

of Church Yadkin United Presbyterian Church PIN 9096

eet
ress Post Office Box 306 City/State Mebane, NC

27302 Date church was organized: 1968

e to property held by (exact corporate name) Salem Presbytery

of Church (check applicable categories):

Church Development _____ Church Redevelopment ______ Ecumenical ______

n _______; Suburban x ; Rural/Small Town _______; Federated, Union_____;

n-American x ; Asian ________; Caucasian _______; Hispanic _____;

ve American _______; Others (specify) ________.

or William F. Lawrence (Stated Supply) Tel. No. (919) 563-2714 At this church since 1987

k of Session William H. Johns Tel. No. (919) 563-4863

dence Address 400 E. Jackson St., Mebane, NC 27302

bytery/synod staff liaison person: Willie D. Garrin Title Assoc. for Finan

ess P.O. Box 1763, Clemmons, NC 27012 Tel No. (919) 766-3393

LEASE FORWARD TO:

General Assembly Church Loan Program
National Ministries Division,
Evangelism and Church Development, Room 3615A
100 Witherspoon Street, Louisville, KY 40202-1396; along with:

1) completed application and cash flow chart: ____
2) copy of congregation's current operating budget:____

Section A: INFORMATION ABOUT THE COMMUNITY

Population of your parish/community:

Current year 2000 ; One year hence 2000 ; three years hence 2000

Have population projections used at the time of loan application/most recent loan review chang significantly? If so, please describe reasons for change.

What is the economic base of the community?

Light Industry and Business, Textiles, Furniture Mills, and Farming

Describe any changes that have occurred recently that affect the economic base of the communit

Section B: CHURCH STATISTICAL INFORMATION

Communicant church membership: (give statistics for past five years)

19 91	19 92	19 93	19 94	19 95
40	43	45	42	40

Average Attendance at Sunday Worship service(s) for the past five years:

19 91	19 92	19 93	19 94	19 95
20	20	20	20	20

Estimated future membership:

One year hence 45 ; two years hence 50 ; three years hence 60

If membership growth goals have changed since the original loan application/most recent revisi of loan terms, please describe the factors that have contributed to growth goal revisions.

Church School: Enrollment 10 Average Attendance 7

Annual mobility rate (approximate) 1 %.

Age of majority of members: 16 years to 75 years.

on Request:

JUNE 10, 1996 (date) the Session of Yadkin United Presbyterian Church of

oane, NC (city,state) voted to request an extension and revision of the terms

he of the General Assembly loan(s) that respond to current and projected fiscal ability of

congregation:

20/96 ____________________ William H. Johns

Clerk of Session William H. Johns

---

bytery Action:

________________(date) the Presbytery of ______________________pursuant to consultation

the Session of ________________________Church of ________________________ voted to

end the following extension and revision in repayment schedule(s) of General Assembly

(s); recognizing the Presbytery's role as guarantor of the General Assembly loan(s):

______________________ ______________________________________

Presbytery Executive/Stated Clerk

---

d Clearance:

________________________ (date) the Synod of ____________________________ in accord

its own appropriate procedures, cleared the request for loan term extension and revision and

cted the submission of this application to the General Assembly.

________________________ ______________________________________

Synod Executive

CASH FLOW CHART-----MORTGAGE INCOME AND REPAYMENT SCHEDULE

CHURCH: Yadkin United PRESBYTERY: Salem SYNOD: Mid-Atlantic DATE:

1995 1996 1997 1998 1999 2000 2001 2002 2003

1. **EXISTING LOANS**

LENDER	UNPAID BALANCE	MATURITY DATE
A. GAC Kiab	$25,000	12/84
B.		
C.		
D.		
E.		
F.		
G.		

H. Total Annual Mortgage Payments $2,430 at 202.50 per month x 12 months

2. **MORTGAGE REPAYMENT INCOME:**

A. From Building Fund Pledges for Debt Retirement $2,430 $2,430 $2,430 $2,430 $2,430

B. From Current Operating Budget

C. Total Annual Income for Mortgage Payments

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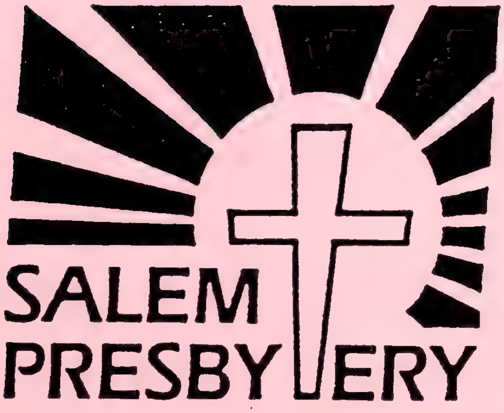
SALEM
PRESBYTERY

THIRTY-SECOND STATED MEETING
ELKIN PRESBYTERIAN CHURCH
ELKIN, NORTH CAROLINA
October 22, 1996

MINUTES OF

SALEM PRESBYTERY

THIRTY-SECOND STATED MEETING
ELKIN PRESBYTERIAN CHURCH
ELKIN, NORTH CAROLINA

October 22, 1996

OFFICERS

Moderator	N. N. Fleming, III
Moderator-in-Nomination	Patricia F. Stewart
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Interim Hunger Action Enabler	James H. Banbury
Assocoate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

**P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153**

THIRTY-SECOND STATED MEETING

MINUTES OF SALEM PRESBYTERY

ELKIN PRESBYTERIAN CHURCH

ELKIN, NORTH CAROLINA

October 22, 1996

The Thirty-Second Stated Meeting of Salem Presbytery, held on Tuesday, October 22, 1996, at Elkin Presbyterian Church was called to order by Moderator N. N. Fleming, III at 9:00 a.m. He led the opening prayer, and the Presbytery joined in a service of Worship and Communion. The liturgists were The Reverend Thomas B. Bagnal, Jr. and The Reverend James A. Dickens. The preacher was The Reverend J. Miller Liston, Moderator of the Synod of the Mid-Atlantic. The organist was Amy Tayloe.

ENROLLMENT

Commissioners	
Elders	142
Ministers	112
Corresponding Members	
Ministers	2
Church Educators	7

Administrative Staff	
Non-Commissioners	6
Visitors	76
Total	345

The following Ministers were enrolled:

A-G

J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Jesse W. Bledsoe, Linda L. Blessing, Ronald L. Bowie, Malcolm M. Bullock, David H. Burr, Charles R. Carter, Robert E. Cleveland, Frederick A. H. Coates, Kermit W. Dancy, Dale W. Davidson, Max E. Deal, Frank M. Dew, James A. Dickens, Barbara E. Dua, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Carol C. Fisher, Charles G. Fitzpatrick, James T. Frazier, E. B. Freeman, Robert O. Freeman, Robert M. Gant, Jr., Murv' L. Gardiner, Philip R. Gehman, Robert J. Goforth.

H-M

John M. Handley, Holly D. Hayes, David C. Heil, James Henderson, Margret L. Henderson, David L. Henry, Cynthia R. Higgins, Fredrick R. Horner, Robert M. Howard, Thomas Allen Huff, Jr., Joanne R. Hull, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Sr., Kurt W. Johnston, Henry J. Keating, Alyce M. Kelly, J. David Kivett, William R. Knox, Phyllis M. H. Kort, Donald E. Lannon, David E. Leininger, Ruth Ann Lenger, S. Edwin Lewis, William J. MacDonald, Robert M. Matthews, Stephen P. McCutchan, Angus W. McGregor, Mary C. McNeal, Judson J. Milam, John L. Milholland, E. Thomas Miller, James A. Mitcham, H. Reid Montgomery, Molly Dotson Morgan, Allen E. Morrison, Stephen A. Moss, Lisa M. Mullen, George H. Murray, IV.

N-Z

Gail Porter Nelson, J. Herbert Nelson, Lisa T. Nelson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, Phillip Justin Pogue, George K. Preston, III, Catherine J. Reed, Leland A. Richardson, Raymond W. Riddleberger, Paul N. Ridolfi, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Brian K. Rummage, Victor C. Scott, A. Carter Shelley, Jerold D. Shetler, Jeffrey D. Smith, Paul R. Snell, Laura M. Spangler, Joe L. Spears, Samuel Stevenson, Mark T. Stewart, Jamie D. Stimson, Larry E. Summey, David H. Sutton, Al F. Thomas, Jr., Erich W. Thompson, John G. Truitt, Jr., Rockwell P. Ward, W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Norman M. Whitney, Sr., Daniel C. Wilkers, Stephen H. Wilkins, Frank C. Wilkinson, James K. Wilson, Jr., William T. Wing, III, R. Scott Woodmansee, Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

Wyatt Aiken, Jr., James H. Allen, L. Adlai Boyd, Janet B. Briscoe, David M. Cameron, Kathryn J. Cameron, Carole F. Chase, Jae Heung Chung, J. Randy Hall, Hewon Han, William C. Hayes, Robert W. Herron, Walter W. King, Thomas K. Lane, William F. Lawrence, Jr., Robert E. Lee, B. Paul Lindsey, Joel M. Long, Steve A. Martin, Same E. McGregor, Jr., James F. Miller, Joseph L. Pickard, A. B. Plexico, Dennis J. Sebesan, R. Page Shelton, Billy F. Sosebee, William F. Stephens, III, Patricia F. Stewart, C. Powell Sykes, Sr., Dan M. Thornton, John A. Wilkerson, Jr., J. Gordon Williams, Christopher E. Zorn.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Dwight Lee Barker, Ernest M. Bradford, Edwin C. Brammer, Jr., Warren C. Brannon, Charles L. Brown, William Brown, Cecil C. Callis, George C. Carpenter, William H. Chappell, Frank C. Collier, L. B. Colquitt, Jr., Herbert H. Culler, Ares Davidian, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris L. Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, Lucius A. Gray, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, John S. Johnson, Morton Kurtz, Julian Lake, William F. Long, Wilkes D. Macaulay, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, William H. Morrison, Joseph B. Mullin, Robert E. Osman, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, John A. Redhead, Jr., Gerald N. Reiff, William Rhodes, Jr., Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, William R. Smith, III, Ernest L. Stoffel, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, Philip A. Beck, Robert A. Bryant, Robert E. Button, M. Gray Clark, Virginia Ann Cowfer, William J. Cowfer, O. Leighton Culler, William Riche DeLong, M. Susan Dobyns, Christopher F. East, Lou McAlister East, Jeffrey J. Falter, Larry W. Freeman, Sherron K. George, Carter B. Gillespie, Scott C. Girard, Robert W. Henderson, William Jones, David T. Lee-Andrews, Robert M. Lewis, Z. Bradford Long, James M. Mauldin, Richard R. Osmer, Franklin L. Partridge, III, Steve Macon Pharr, Michael J. Poulos, Marie P. Reed, Francis J. Rivers, Jerry M. Smith, Stevan A. Snipes, John B. Talmage, Glenn C. Thomason, Kellie E. Weekley-Mills, Benjamin F. Williams, Charles Williams.

The following Churches were enrolled by the attendance of their representative(s):

A-F

Alamance Kenneth M. Hollingsworth, James R. Hunter, Allen Temple Margaret Cowan, Virginia Mott, Asbury Robert Overby, Asheboro First W. R. "Sandy" Grey, Betty Lee, Baird's Creek Gerald Staninger, Bethany (Graham) A. H. Patterson, Jr., Bethel Curtis J. Ring, Bethesda (Ruffin) James Y. Blackwell, Bethesda (Statesville) Hazel McNeely, Beulah Elizabeth R. Scott, Bixby James Miller, Boone First Frank Hamilton, Boonville First Hallie Cundiff, Darlene Lytton, Calvary Margaret S. Marks, Fred Tatum, Cameron Thelma G. Mills, Opal Stockton, Centre Robert Gibson, Church of the Covenant Buck Cochran, Clemmons Roger Squier, Clio Adrian Dobson, Community in Christ John Gemuenden, Cooleemee Kevin Dodd, Crestwood Jake Lanier, Cross Roads Sarah W. Cobb, Dellabrook Annie Campbell, Inis D. Johnson, Dogwood Acres Frances Fitzpatrick, El Bethel Jack R. Dyer, Elkin Ralph O. Lanier, Fieldstone Margaret Freeman, Celeste Wilkinson, Fifth Creek James R. Johnson, Flat Rock Burton Dinkins, A. L. McAlexander, Forest Hills Ann Brinson, Forest Park Elaine Sampson, Francisco Octavia Edwards, Franklin Kevin McNeely, Nathan Thomason, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Glendale Springs Leslya Phipps, Grace Thelma Hines, Ethan Sherrod, Graham Mark DeJournette, Allen D. Tate, Jr., Greensboro First Tom Anderson, Stella Bjostad, Richard Wharton, Darlene Young, Guilford Park Edney B. Cheshire, John Neufeld, Hawfields Beth Dunkley, Rick Williams, High Point First Bill Hylton, Dick Marsky, Murray M. White, Jr., Highland Bob Elliott, Carol Simes, Hills Janice J. Yopp, Jamestown John Hamil, Bill Pleasants, Dori A. Schelhammer, Lansing Gayl Knox, Laurel Fork Don Tucker, Lexington Second Bobby G. Young, Lloyd Estella McFadden, Logan Daisy M. Keaton, Dorothy Mintz, Madison George Penn, Mebane Ernest Richmond, Mocksville First Paul Beaver, Mooresville First Pat R. Culberson, E. Richard Fortanbary, Lucile W. McClure, Mt. Jefferson Clara M. O'Brien, Mt. Tabor Howard C. Taggert, Mt. Vernon Roman Culbertson, Mt. Vernon Springs W. J. Porter.

N-Z

New Creation Community Miriam Bell, New Salem Jeanne Cockrell, North Wilkesboro Robert C. Berry, Bill Brame, Jim Trick, Oak Ridge Betty Glud, Old Providence Betty Wooten, Old Town Robert DuRant, Parkway Dick Clausen, Marti Lohmeyer, Pilot Mountain First James S. Blackwelder, Freddy D. Smith, Pine Hall Chis Rodenbough, Pine Ridge Debbie Brinkley, Pittsboro Mary Hayes Holmes, Edith Wasko, Presbytery Moderator N. N. Fleming, III, Prospect Sam Edmiston, Phil Loftin, Reid Memorial Leonard D. Campbell, Reidsville First Anne Scott, Caroline Vanstory, St. Andrews Fred B. Knott, Jr., St. James Margaret L. Carr, Catherine Rankin, Rosa T. Yourse, St. Paul (Greensboro) Ron Lochbaum, St. Paul (High Point) Calvin Scaife, Salisbury First Dyke Messinger, Rick Perry, Salisbury Second Tom Kimball, Sedgefield Dick Lacy, Shady Side Charles England, Robert Gilchrist, Jr., Shallowford Julia D. Cooper, Shiloh (Burlington) Robert E. Pennington, Jr., Shiloh (Statesville) George Martin, Siler City Edna Becker, Speedwell Nori Torbert, Spencer Tom Powell, Springwood Gwyn Ingle, Starmount Martha Farthing, Eloise Lewis, Statesville First George Caudle, Stony Creek Anne Hall, Taylorsville Rom Teague, Thomasville First Johnnie E. Suggs, Thyatira Charles Sloop, Trinity (Winston-Salem) Mary Homrighous, Unity Robert B. Deal, Vandalia Terry Spence, Westminster (Greensboro) Carolyn Plumb, Whispering Pines Emmett Rich, Winston-Salem First Edward Carter, Mack Dagenhart, Millu Sugg, Yadkin United Donald L. Tate, Thomas O. Vinson.

The following Churches were excused from having representatives at this meeting of Presbytery.

Cleveland, Eden First, Fairmont, Greenwood, Griers, Gulf, Kernersville First, Korean First, Lexington First, Pleasant Grove, Smyrna, Tabor, Wentworth.

The following Churches were not present and did not request an excuse from this meeting of Presbytery.

Bethany (Statsville), Buffalo, Burlington First, Church of the Cross, Collinstown, Concord, Covenant, Danbury Community, Ebenezer, Edward Webb Memorial, Elmwood, Faith, Fellowship, Glenwood, Hope View, Immanuel, John Calvin, Joyce, Little Joe's, Love Valley, Memorial, Milton, Mocksville Second, Mount Airy First, Oakland, Oakview, Peak Creek, Piedmont, Randolph, Red House, Riverview, Rumple Memorial, Sandy Ridge, Southminster, Sparta, Stoneville, Third Creek, Trinity (Elon College), Trinity (Salisbury), Westminster (Burlington), Yadkinville, Yanceyville.

The following Church Educators were enrolled:

Martha Lou Anderson, Evelyn Edwards, Eleanor Godfrey, John Heaggans, Nancy O'Dell, Beth Poplin, Edye Williamson.

The following Corresponding Members were present:

Miller Liston, Abingdon Presbytery; Edward Newberry, Charlotte Presbytery.

The following Visitors were registered:

Terry Aiken, G. Douglas Aitken, Jr., Juanita Allen, Gladys W. Bailey, Annie Miller Bates, Susan Batten, Harry Beaver, Nettie D. Blackwell, Lois S. Brake, C. W. Cameron, Mirian Cameron, Diean J. Campbell, Margaret C. Carr, Roy Carr, Phyllis Chambers, Brenda M. Chunn, Greta Connor, Calvin Crump, Reid Dalton, Martha Dobson, Bruce Feltrup-Exum, Mrs. Neel Fleming, Jonathan Freeman, Marion D. Gilliam, Cathy Grey, Perry Griffin, Mike Griggs, Jimmy Hall, Charlotte Hamlin, Kay Hart, Mary Rose Head, Barbara Hochuli, Helen Hunter, Cynthia Keever, Cynthia Kirkman, Hazel Lackey, J. M. Lackey, Christie Leininger, Thomas K. Lewis, III, Mrs. Miller Liston, Bob Lohmeyer, I. E. Martin, Cora L. Massey, James Miles, Jane Miller, Mary N. Mitcham, Jewelene Parker, John L. Pharr, Carolyn Porter, Frances Porter, George K. Preston, Jr., Constance Purcell, Richard L. Qualls, Rainey M. Ratchford, Patricia Rice, Myra Rich, Julia M. Richmond, Gill Ripley, Charles Rodenbough, Charley Rose, Bill Rountree, Virgia Rush, Otis B. Scott, Mack Snoddy, Bob Synder, Vivian H. Stogsdill, Annie M. Taggert, Vada Tatum, Deryl Torbert, Ronald Vaughan, Russell Walker, Jeff Smith, Venda Whitney, Martha Wilcox, Jason Williams, Harold Wingert.
The following Administrative Staff were present:

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Murray White, Moderator of Council.

ACTION:

1. The Docket for the Thirty-Second Stated Meeting of Salem Presbytery was adopted. (Appendix A, pp. 195-197.)

OMNIBUS MOTION

Murray White, Council Moderator, presented the Omnibus Motion. Following opportunity for the removal of items, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designation in the left margin. Included in the Omnibus Motion was the written report and recommendation of the Committee on Representation (Appendix B, p. 198).

WELCOME

The Governing Body was welcomed by The Reverend Tom Bagnal, Interim Pastor of the Elkin Presbyterian Church. Information regarding the facilities and arrangements for the meeting were presented. The Moderator welcomed Elders attending Presbytery for the first time. The following ministers from other presbyteries were introduced and welcomed and seated as Corresponding Members: Edward Newberry, Charlotte Presbytery.

ECUMENICAL VISITOR

The Ecumenical visitor, The Reverend Dr. Bill Johnson, Pastor of the First Baptist Church of Elkin was introduced. He addressed the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix C, pp. 199 -200.)

MINUTES OF COMMISSIONS COMMITTED TO RECORD

The Minutes of Commissions to Ordain and/or Install Pastors were admitted to record . (Appendix D, pp. 201-202.)

SOCIAL JUSTICE COMMITTEE

Dale Davidson, Moderator

Under the guidance of Dr. Charlotte Hamlin and Terry Aiken of Guilford College, the Social Justice Committee presented four scenarios depicting group injustice. After each scene the Presbytery was asked for reactions and questions. Leader Dale Davidson acknowledged that the presentation and discussions would not fix the problems of injustice and racism. Nevertheless, she expressed the hope that the Presbytery would make progress in areas of race relations, taking advantage of diversity, etc.

PERSONNEL COMMITTEE

S. Edwin Lewis, Moderator

The Personnel Committee conducted annual reviews for John Handley and Willie Garvin on July 30, 1996, and for Mike Warren on September 24, 1996. The reviews were based on information received on evaluation forms from persons with whom the staff persons have worked in the last year, insights of the Executive Presbyter/Stated Clerk, as well as the Committee's extended conversation and review of the evaluative forms with each of the staff persons.

All three received high praise for their dedication, vision, and expertise. They significantly resourced, assisted, and enabled our Presbytery to do its work. The Committee is cognizant of the exhausting--physically, mentally, and spiritually--nature of their work, as well as the high expectations our Presbytery has of them.

Consequently, it is extremely important that we support them in every way possible, not only to prevent burn out, but also that we may be a means by which they experience God's empowering grace.

The Committee had the privilege of having lunch with the support staff of Presbytery's Office on September 24, 1996. Their work is efficient, their morale is good, and their motivation is rooted in their commitment to serve Jesus Christ in and through the Church. We are grateful for Judy Brock, Brenda Nance, Phyllis Plyler, Esther Preston, and Sara Williams and for their work which facilitates the ministry of Salem Presbytery.

ACTION:

2. Presbytery Program Staff John M. Handley, Willie D. Garvin, and A. Michael Warren and Support Staff Judy Brock, Brenda Nance, Phyllis Plyler, Esther Preston, and Sara Williams were commended for their dedicated and faithful service over the last year and a prayer of thanksgiving and intercession was offered for them by Lisa Nelson.

SERVICE OF HONORABLE RETIREMENT FOR HENRY J. KEATING

Presbytery joined in a service of Honorable Retirement for the Reverend Henry J. Keating led by Michael Warren. David H. Burr spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Keating a framed Certificate of Honorable Retirement on behalf of Salem Presbytery.

LUNCH

Presbytery adjourned with prayer at 12:30 for lunch.

AFTERNOON SESSION

SERMONS BY CANDIDATES FOR ORDINATION

Following lunch, Presbytery was divided into three groups to hear the ordination sermons of candidates as follows:

Jonathan H. Freeman	Text:	Luke 4:14-30	"What Went Wrong In Nazareth?"
Perry D. Griffin	Text:	I John 1:5-10	"The True Character of A Christian"
Thomas K. Lewis, III.	Text:	Mark 14:1-11	"An Unexpected Guest"

The Moderator then reconvened the Presbytery at 1:45 p.m., and The Reverend Jim Banbury led the Prayers of Thanksgiving and Intercession and the dedication of the 2¢-A-Meal Offering.

PRESBYTERY COUNCIL

Murray White, Jr., Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

2. Permission to serve Communion October 5 at the Breakfast Communion of the Presbyterian Men of Guilford County was granted.

3. Permission to serve Communion at the Youth Retreat November 2 was granted.

4. The following persons were appointed to serve on a Stewardship Task Force: Doug Aitken, Mack Dagenhart, Bob Mills, Jud Milam, Carlyle Kinlaw, Cynthia Kirkman, Willie Garvin, and Hewon Han.

5. Council voted to approve the purchase of two computers and a printer for the Salem Presbytery Office at a cost of $3,517.03.

6. Council voted to ask The Reverend R. O. Freeman to be Salem's representative on the North Carolina Council of Churches.

7. Council approved the General Assembly Mission Program Grant Annual Review for Oak Ridge Church.

8. Council approved the request of the Church Growth and Enrichment Cluster be increased to eight elected members and eight selected members with a total membership of sixteen.

ACTION:

3. Funds in the amount of $1,200 were made available to the Goals and Evaluation Committee for the purpose of financing a cluster workshop leader training event November 2.

TASK FORCE OF COUNCIL - OFFICE LOCATION COMMITTEE

Presentation of this report for approval is contingent upon the successful completion of the zoning change requested as a part of the property purchase. Final approval of that request will not be available until after October 14.

The Council has continued over several years to seek an acceptable proposal for a permanent location for the offices of Salem Presbytery. After a large number of inquiries and several promising leads, none of which fit our rather demanding criteria, we present the following with thanks to God for guidance.

The major reasons for this consistent desire to own our own building are centered around issues of good stewardship. Initially, the three-year lease on space in the "Bronze Building" on Lewisville-Clemmons Road was considered temporary. This was largely due to the annual lease cost: $23,500. Since April 1989 when the Office first opened, Salem has made lease payments totalling $176,625 (August 1996) which includes utilities. As staff, workload, and demand for meeting space has increased, the 3,000 square feet included in the lease has become more crowded and inadequate for Presbytery's needs. Due to the generosity of our present landlord, we have been able to use 3 unrented sections of the building as meeting space.

Among the sites actively pursued have been: adding a Presbytery Office wing onto the recent office/classroom addition of the Clemmons Church, a lot on Stadium Drive behind the former Roses store, a former Lutheran Church building in Kernersville, property adjacent to Shallowford Church, a lot in the Clemmons Business Park (visible from I-40), property off Lewisville-Clemmons Road (behind the former Boston Market, two properties west of the Catawba River on U.S. 158, property on N.C. 801 south of U.S. 158, and a lot on Old Glory Road (near the present office). Prices for 1-2 acres (needed to meet watershed zoning standards) ranged from $55,000 to $120,000. A possible option was presented by an ad hoc group of First Church Greensboro offering the Presbytery occupancy of the top (4th) floor of a former Savings & Loan building adjacent to their campus. It is now owned by First Church whose offices are located on the floor below. It would involve Salem paying for utilities (estimated between $5,000 and $6,000 annually) and making rent or lease payments to First Church after one year free (to help offset upfitting costs--estimated to be approximately $75,000). The rent/lease amount (although presently undetermined) was indicated to be lower than the present lease and would include twice the space. There would be possibilities of additional shared space uses with the church.

Almost simultaneously, a property located adjacent to the Clemmons Church on Stratford Road (U.S. 158) became available as a building site. This was the prime location sought by the Council's Office Location Task Force for the last year. It requires rezoning to "Light Office-Special Use" designation which is being sought by the owner. Except for Clemmons Church, all other adjacent lots are occupied by existing single family dwellings.

The property will accommodate a full brick structure including almost 5,000 square feet interior space, partitioned into fifteen rooms, reception area, several storage closets, and two bathrooms. The larger of those spaces include a 720 sq. ft. Assembly Room, a 567 sq. ft. Resource Center, and a 432 sq. ft. Work Room. The proximity to Clemmons Church would also add to its value both in ease of visitors locating the Salem Office and in the possibility of future cooperative shared uses.

The Council weighed the merits of the two options most available and recommends that Salem Presbytery build its own building adjacent to the Clemmons Presbyterian Church. The following criteria support this recommendation:

1) In 1989 Salem Presbytery approved the report of its Office Location Committee to seek a location in the vicinity of Clemmons. That report, adopted January 5, 1989, read:

   > The Office Location Committee has selected Clemmons as the proposed home of Salem Presbytery. The rationale includes:
   > - geographic centrality
   > - demographic centrality: approximately 18,400 Presbyterians live west of Forsyth
   > - County/Guilford County line, 21,236 live to the east of it; 92 churches are to the west, 66 to the east
   > - convenient access from major highways
   > - good schools, housing, recreation, spouse employment (unemployment rate 3.2% as of October 1, 1988), low crime rate
   > - adequate work force potential (including racial-ethnic persons) in area

   The Council believes these criteria still have merit.

2) Since that 1989 decision was made, the Presbytery has employed an excellent Support and Program Staff who have served us well. All of them presently live in the Winston-Salem/Clemmons area or, in the case of three of the Support Staff, further to the west in Davie and Iredell Counties.

   The Council is aware that moving to Greensboro would cause major disruption of the staff with the loss of at least three (possibly more) of the present nine members of Presbytery Staff.

There has been significant discussion through the years concerning the stewardship implications of renting/leasing verses Presbytery ownership the office. One of the major reasons cited for the decision not to pursue the offer presented by the Clemmons Church four and ½ years ago was the hesitancy over not owning the property on which the building was to be located.

The Council is also aware that we will have spent by the end of this year almost $200,000 on the present leased space in less than nine years. In less time than that we would be able to free up most of that "big ticket" expense item for mission by proceeding to build an office.

The Council believes that both the best business sense and the most faithful stewardship of our God given resources would be best served by buying this property and building in Clemmons.

Ten Year Cost Comparison
Building Purchase vs. Present Least Agreement

Lease Agreement: Cost over the next ten years (costs for next three years remaining at current rate; 3% increase every three years from 2000 through 2007)

3 yrs. @	$23,550	$70,650
3 yrs. @	$24,257	72,771
3 yrs. @	$24,984	74,952
1 yr. @	$25,734	25,734

TOTAL LEASE COST for next ten years $244,107

Purchase:

Land Cost = $45,000
($5,000 down + $40,000 financed over 8 years @ 9%) = $ 61,294

Construction/Building Cost = 281,000
(Contractor = $250,000; New Furnishings = $5,000;
Office Sign = $1,000; 10% cost overrun = $25,000)

Maintenance Cost = 66,000
(Lighting/Heating/Cooling = $3,600 x 10;
Miscellaneous repairs/upkeep = $3,000 x 10)

Cost of Financing $131,000 @ 8.45% over 10 years = 63,454

TOTAL PURCHASE COST SPREAD OVER 10 YEARS $471,748

Ten Year Comparison

Lease cost of $244,107 compared to purchase cost of $471,748 shows a difference of $227,641 (cost of purchase over cost of lease.

When compared to the most conservative estimate of the value of the building in ten years of $326,000 (actual cost of land and construction), the difference is a net investment gain of $98,359.

Annual Budget Comparison after ten years

Lease cost	-0-
"Maintenance Costs" (see above)	$6,600

This would free approximately $18,400 annually for mission.

ACTIONS:

4. Salem Presbytery approved the purchase of a vacant 1.707 acre tract of land described as follows:

   BEGINNING at an iron on the Northernmost right-of-way line of Clemmons Road (US Highway 158), Southwestern corner of the Trustees for Clemmons Presbyterian Church Property as described in Deed Book 952 page 431 Forsyth County Registry; from said beginning point thence continuing with said right-of-way line the following two calls and distances: North 68 deg. 32 min. 12 sec. West 393.89 feet to a point, and North 68 deg. 3 min. 56 sec. West 148 feet to an axle, a corner with Meadow Brook Associates; running thence with the Southern line of said Meadow Brook Associates the following two calls and distances: South 89 deg. 59 min. 3 sec. East 37.73 feet to an iron, and North 88 deg. 24 min. 1 sec. East 169.24 feet to an axle, Southwestern corner of Thomas J. Callaghan et ux Property as described in Deed Book 1411 page 888 Forsyth County Registry; continuing with the Southern line of said Callaghan Property North 88 deg. 43 min. 30 sec. East 173.23 feet to an iron, Southwest corner of the Sunder I. Khemlani et ux Property as described in Deed Book 1824 page 2034 Forsyth County Registry; thence continuing with the Southern lines of said Khemlani Property and the Gregory F. Key et ux Property North 89 deg. 8 min. 43 sec. East 391.87 feet to an axle; running thence with Western lines of the aforementioned Clemmons Presbyterian Church Property the following two calls and distances: South 59 deg. 0 min. 16 sec. West 284.83 feet to an iron, and South 19 deg. 35 min. 43 sec. West 71.27 feet to the point and place of BEGINNING, containing 1.71891 acres, more or less, according to survey prepared by Thomas A. Riccio RLS - L2815 dated August 14, 1996.

   The cost of the property is $45,000 to be paid as follows:

   $5,000 to be paid by the time of closing ($100 to be paid up front in earnest money; the balance of $4,900 paid at closing); $40,000 to be secured by promissory note at 9% per annum payable in 96 equal monthly payments, principle and interest, of $7,036.80 commencing 30 days from the time of closing. (Total cost to Presbytery = $61,294.40)

5. Salem Presbytery voted to contract with EPCO Construction Company, Inc. of Winston-Salem, NC, to construct a 4,920 sq. ft. Presbytery Office building located on the lot described above at a cost not to exceed $281,000.

6. This $281,000 project will be financed by:

   1. Taking up to $75,000 from continuing year end funds
   2. Using the $50,000 in the Office Designated Fund
   3. Using $14,853 from the Duke Building Fund (interest to date)
   4. Using $10,147 from the Bi-Centennial Fund
   5. Securing a line of credit for up to $131,000

7. Presbytery encouraged churches to participate in the payment of the Office Building on a per member basis, as a way to not only raise funds, but to create excitement and ownership for this project.

THE STAFFING TASK FORCE OF COUNCIL

The Task Force has researched carefully the situation which prompted the Council to call us to this task. We have come to understand that Katy Reed's retirement was the occasion, but not the real catalyst. We believe that the situation facing Salem is the same one that prompted Giddings-Lovejoy Presbytery (St. Louis area) to enter the following assessment in their 1992 Minutes:

"The Presbytery Staff Volunteer in Mission Program is in response to the following:

A. Expectations that the mission of the presbytery will continue to be challenging, complex, and multi-faceted.

B. Competition for limited financial resources will increase in the years ahead, including staff compensation.

C. Experienced and skillful persons whose income needs are being met in other ways will welcome the opportunity to make a professional contribution to the presbytery's mission without salary."

Those three descriptions are already a demonstrable part of Salem's experience. Giddings-Lovejoy (105 churches, 30,000 members) is somewhat comparable to Salem demographically.

The Staff VIM Concept

The Presbytery Volunteer In Mission Staff concept simply described, calls for a combination of paid staff (either full-time or part-time) and VIM staff (part-time with only expenses and continuing education paid). The VIM staff would be considered to be Presbytery Staff subject to Salem's personnel policies. They would be treated in every way as paid staff, except without financial compensation. VIM Staff terms would be one year renewable for additional year(s) after annual review and re-election. The focus, weight, and scope of responsibilities would vary with the positions.

Availability of VIM Candidates

The Task Force believes this concept of staffing by Volunteers In Mission (VIMs) has great promise for Salem. Given the high level of commitment and skill of those who serve or have served on Salem's committee structure, we believe there will be those who will step forward for consideration as VIM Staff. This is particularly true of retired persons.

Costs

In terms of economics, the presbyteries who are presently using this approach to increasing staff availability tell us they are getting more skilled help for less cost! Giddings-Lovejoy Presbytery's highest budget figure for a one-half time VIM (expenses and continuing education) is $6,000. They have six part-time VIM Staff, two full-time paid staff, and five support staff (one part-time). The initial phase would be covered by a $10,000 item budgeted for the Hunger Action Enabler. The first position would be the Hunger Action Enabler with others proposed by the Personnel Committee through the Council.

RECOMMENDATIONS:

8. Presbytery approved the Presbytery Staff VIM concept in principle and the Staffing Task Force was authorized to develop a position description for a Hunger Action Enabler Volunteer In Mission to be presented for approval at the February 1997 Presbytery Meeting.

9. The Personnel Committee was instructed to study carefully other needed staff services that could be addressed by the VIM concept and develop additional proposals and position description(s) to be recommended to the February 1997 and following meetings of Presbytery with accompanying budget(s) and sources of income.

ACTION:

10. The following persons were elected to the Salem Presbytery Nominating Committee:

Rev. Sam McGregor (Moderator)	Section 2	Siler City
Rev. Joe Spears	Section 5	Mt. Tabor/Cameron
Rev. Katy Reed	Section 4	Retired
Rev. ____________________		
Ms. Jane Miller	Section 3	Asheboro First
Ms. Pat Smith	Section 1	Eden First
Ms. Margaret Marks	Section 6	Calvary
Ms. Debbie Coles	Section 7	Beulah
Mr. Jim Price	Section 4	Winston-Salem First
Mr. Ed Mack	Section 3	Greensboro First
Mr. John Barney	Section 3	Church of the Covenant
Mr. Alvis McAlexander	Section 8	Flat Rock

Book of Order structure requirements:
One-third ministers
One-third laywomen
One third laymen

REPORT OF THE EXAMINATIONS COMMITTEE

J. David Kivett, Moderator

Presbytery proceeded with the examination of candidates Jonathan H. Freeman, Perry D. Griffin, and Thomas K. Lewis, III. They have passed the General Assembly Standard Exams, received diplomas from an accredited theological school, and have been examined by the Examinations Committee of Presbytery.

RECEPTION OF JONATHAN H. FREEMAN

11. Presbytery approved the committee and floor examination and sermon of Jonathan H. Freeman.

    a. Jonathan H. Freeman was received as a Candidate for Ministry on transfer from Holston Presbytery and he was certified as a Candidate ready for examination for ordination pending a call (G-14.0310), so that he may accept the call of the Springwood Presbyterian Church, Whitsett, North Carolina, as Pastor, effective October 7, 1996.

b. His credo which follows was approved:

I believe that God is revealed to us through scripture and that the Bible is the written Word of God. Yet we are not able to discern the Word by our abilities alone and depend upon the Holy Spirit in this endeavor. The Bible is our best and certainly a sufficient witness to Jesus Christ. Yet we must exercise care in our interpretation of Scripture by considering the entire canon composed of both the Old and New Testaments. Our creeds, confessions, and the church all rely upon the authority of Scripture.

I believe that God creates, yet was not created, and that God is sovereign, supreme, omniscient, and omnipresent. As humans our goodness was proclaimed as a part of God's creation. Yet while we are said to be good evil and sinfulness exist within our lives. Sinfulness is not a part of our created humanity but is a contradiction and is not acceptable to God. Jesus Christ did not die in order for us to become something other than human but died in order that we might become more human.

I believe that Jesus Christ is the son of God and is both fully human and fully divine. In Jesus' humanity, He was like ourselves in every way except that He did not sin and was not created. In being like us, Jesus died and was resurrected on our behalf and in doing so I believe Jesus Christ is my Savior. Christ did not die for the community of faith alone but died for all humanity within the will of God. As Christians, when we profess that Christ "sitteth on the right hand of God the Father Almighty," we are affirming that Christ is alive and that He continues to be our reconcile.

I believe the Holy Spirit is what allows us to continue in faith and is present among us the living God. The Holy Spirit is not an impersonal presence, but in relation with us, the Holy Spirit is our relationship with God. Our relationship with the Spirit brings newness to life and allows us to be joined together in community.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Freeman and the Springwood Presbyterian Church, Whitsett, North Carolina, effective October 7, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$19,000.00
Manse Allowance	3,000.00
Automobile Reimbursement	2,900.00
Education/Book Reimbursement	830.00
Board of Pensions	Provided
Moving Expenses	Provided

Four weeks vacation Two weeks study leave

d. The following Administrative Commission be approved to ordain and install Mr. Jonathan H. Freeman at Springwood Presbyterian Church, Whitsett, North Carolina, on November 17, 1996, at 3:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Harriett Phipps	Preside & Propound the Constitutional Questions	Elder
Thomas Mozley(Guest)	Preach the Sermon	Minister

George Carpenter	Charge the Minister	Minister
Alyce Kelly	Charge the Congregation	Minister
Allen Huff	Lead in Worship	Minister
Thomas Vinson	Prayer of Ordination/installation	Elder
Paul Boone	Lead in Worship	Elder

e. Mr. Freeman was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF PERRY D. GRIFFIN

ACTION:

12. Salem Presbytery approved the committee and floor examination and sermon of Perry D. Griffin.

   a. Perry Dwayne Griffin was received as a Candidate for Ministry on transfer from Charlotte Presbytery and he was certified as a Candidate ready for examination for ordination pending a call (G-14.0310), so that he may accept the call of the Mt. Vernon and Mocksville Second Presbyterian Churches and Associate Facilitator of Evangelism of the *"Freedom Ministry"*.

   b. His credo which follows was approved:

My statement of faith lies within the basic Christian doctrine that is practical throughout the Reformed tradition. I believe in the Sovereignty of God. God created all things and is known through the works of all creations and continues to work in and throughout history.

I believe that God is revealed through Jesus Christ who is the Mediator, Savior, and Redeemer. Jesus, the Christ, was fully human and fully divine. Jesus' life, and death, which was given for the atonement of our sins also provided for our redemption and salvation. I believe in His resurrection.

I believe in the Holy Spirit which is the Spirit of God. The Holy Spirit sustains us in our comfort and guide in our discipleship. The Holy Spirit reveals itself to humankind inwardly for our enlightenment. The role of the Holy Spirit functions as a source of our personal relationship between God and humanity.

I believe that we are saved through the grace of God which enables us to enter a relationship with God. I believe that the Sacraments of the Reformed tradition are visible signs of God's grace and love. Baptism is the sign of God's given grace and an adoption process into God's family. In the Sacrament of the Lord' Supper, we are reminded of the death and sacrifice of our Savior, Jesus the Christ; and we are given the opportunity to be in communion with God.

I believe in the Bible which also enhances my faith because it is the written word of God which is revealed through the drama of the human experience. I believe in the one universal church, which is an instrument of God, and, a part of God's revelation to the world for the purpose of performing our Creator's will. The church consists of a community of believers regardless of denomination, race, and social class structure who are elected by God and called out of the world to do God's will. I find that my belief as a Christian is best expressed through the belief, creeds, and polity of the Presbyterian Church U.S.A.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Griffin and the Mt. Vernon and Mocksville Second Presbyterian Churches as Pastor and as Associate Facilitator of Evangelism of the "Freedom Ministry", effective October 15, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that these congregations have complied with the EEO provision of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$19,000.00
Manse Allowance	6,000.00
Automobile Reimbursement	2,400.00
Education/Book Reimbursement	1,000.00
Board of Pensions	9,100.00
Moving Expenses	Provided
Four weeks vacation	Two weeks study leave

d. That the following Administrative Commission be approved to ordain and install Mr. Perry Dwayne Griffin, at Mount Vernon Presbyterian Church, Woodleaf, North Carolina, on November 24, 1996, at 3:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
E. Thomas Miller	Preside & Propound the Constitutional Questions	Minister
Edward Newberry(Guest)	Preach the Sermon	Minister
William Hayes	Charge the Minister	Minister
Roman Culbertson	Charge the Congregation	Elder
Marshall Steele	Charge the Congregation	Elder
Jimmy Steele	Charge the Congregation	Elder
Leland Richardson	Lead in Worship	Minister
Alyce Kelly	Prayer of Ordination/Installation	Minister
Hazel McNeely	Lead in Worship	Elder
Roy Carruth	Lead in Worship	Elder

e. Mr. Griffin was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF THOMAS K. LEWIS, III

ACTION:

13. Presbytery approved the committee and floor examination and sermon of Thomas K. Lewis, III.

    a. Salem Presbytery received Mr. Thomas Knight Lewis, III as a Candidate for Ministry on transfer from North Alabama Presbytery and certified him as a Candidate ready for examination for ordination pending a call (G-14.0310, so that he may accept the call of the Bethesda Presbyterian Church, Statesville, North Carolina, as Pastor, effective September 15, 1996.

b. His credo which follows was approved:

I believe in one triune God; Father, Son and Holy Spirit; Creator and Maker of all. I believe that God became flesh and dwelt among us as our Lord and Savior, Jesus Christ. While amongst us, Jesus taught us to love the Lord our God with all our heart, and all our soul, and all our strength, and all our mind and to love our neighbor as ourselves. With that same selfless love Jesus died for the sins of the World upon the cross. Jesus was resurrected and reigns in glory at the right hand of God.

I believe that the Scriptures of the Old and New Testaments are the unique and authoritative Word of God, offering the most reliable witness we have to the life, death, resurrection, and saving work of Jesus Christ.

I believe that God has entered into Covenant relationships with humanity throughout history, as God did with Adam, Noah, Abraham, and Moses. In Jesus, God has entered into a new covenant written on people's hearts. I believe that as signs and seals of this covenant, God ordained the Sacraments of Baptism and the Lord's Supper. The Act of Baptism is a sign and seal of the washing away of our sins, our rebirth in Jesus Christ, and our inclusion in God's grace. The Lord's Supper is a sign and seal of our communion with our risen Lord Jesus.

I believe, through the intercession of the Holy Spirit, we are empowered to be heralds of God's Kingdom which is at hand. We are called by the Scriptures to be agents of justice, peace, and reconciliation in this world, eagerly anticipating the second coming of our Lord, Jesus Christ. In anticipation of the coming Kingdom, we have been gathered by our Lord into one church, united by one baptism, under one Lord and Savior of us all.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Lewis and the Bethesda Presbyterian Church, Statesville, North Carolina, effective September 15, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$19,000.00
Housing Allowance	3,000.00
Automobile Reimbursement	2,900.00
Education/Book Reimbursement	750.00
Board of Pension	8,008.00
Moving Expenses	Provided
Four weeks vacation	Two weeks study leave

d. The following Administrative Commission was approved to ordain and install Mr. Thomas Knight Lewis, III at Bethesda Presbyterian Church, Statesville, North Carolina, on November 3, 1996, at 2:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Thomas Miller	Preside & Propound the Constitutional Questions	Minister
Morton McMillian (Guest)	Preach the Sermon	Minister
Earl Woodall (Guest)	Charge the Minister	Minister
Hazel McNeely	Charge the Congregation	Elder
Don Hart	Lead in Worship	Elder
Phyllis Chambers	Prayer of Ordination/installation	Elder
John Milholland	Lead in Worship	Minister

e. Mr. Lewis was instructed to sign the obligations required of a minister to enrolled in Salem Presbytery.

Presbytery proceeded with the committee and examination of William Reid Dalton, III, Richard L. Qualls, Thomas Ronald Vaughan, and Jeff White. They have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF WILLIAM REID DALTON, III

ACTION:

14. Salem Presbytery approved the committee and floor examination of William Reid Dalton, III in accordance with Book of Order G-11.0402.

    a. The Reverend William Reid Dalton, III was received from Susquehanna Valley Presbytery so that he may accept the call to Bethesda Presbyterian Church, Ruffin, North Carolina, as Designated Pastor.

    b. His credo which follows was approved:

    I believe in Jesus Christ, the Son of God, through whom was revealed to the world in the perfection of His justice and love the Creator and Governor of all things. I believe in the Death and in the Resurrection of Christ, in which acts of God's marvelous favor both forgiveness of sins and eternal life are graciously offered and given to all who believe in Him.

    I believe in the Holy Spirit, through whom all who believe in Christ are miraculously made His disciples, grafted into His Body to constitute the Church, the People of God. As such, the Church is heir to the promises of God to Israel fulfilled in Christ, and is empowered by the Spirit to proclaim the Gospel in the world, teaching what Jesus taught, serving as Jesus served, and demonstrating through the love shown by her members, one for another, the Spirit's incomparable Goodness and Glory, who dwells in them and makes them one.

    I believe in God, who being manifested to the world by Christ and the Spirit, is One with them, yet each remains distinct from the other two in their eternal threefold being. It is this God who is the Creator and Sustainer of all things, who throughout history has shown singular and unfathomable patience and mercy, drawing the elect from all peoples, disciplining us by chastisements and blessings which transcend our understanding but which will culminate in the return of Christ finally to destroy all evil and present the world unblemished, a living sacrifice to the one He called, and taught us to call, Father.

    I accept the authority of the Holy Scriptures, the books of the Old and New Testaments, given to the Church by God as our only rule of faith and life, in their unity the one Truth by which all other claims of truth are measured, and the one Basis upon which all temporal judgments we make must themselves be judged. The Scriptures are the only source from which the Church calls ministers, elders and overseers, to preach that Word and administer her Sacraments.

I accept Holy Baptism and the Lord's Supper as the two Sacraments instituted by Christ and entrusted to His Church, the former to mark the cementing, once and for all, of each member into that Body, and the latter, when accompanied by the proclamation of the Word, to renew and refresh within the Church and her members the presence and power of God, Father, Son and Holy Spirit, enabling us by the cleansing of our lives to believe and to act according to the will and in the name of Christ. I accept that the Church and her ministers are alike called from every nation and race on earth, male and female, from every station and condition of life, and that it is a blasphemy for the Church to allow itself to continue to be divided according to these distinctions. Yet, the gifts of the Spirit which equip us to be Christ's disciples are apportioned to each of us differently. God wisely ordaining that none of us in the Church are complete in our lives and ministry except as we accept the special gifts and ministries of all others.

c. Presbytery approved the establishment of a Designated Pastoral relationship between Mr. Dalton and the Bethesda Presbyterian Church, Ruffin, North Carolina, effective December 15, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provision of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary		$3,461.00
Allowance for Manse Furnishings		3,300.00
Utilities Reimbursement		3,000.00
Automobile Reimbursement		1,000.00
Education/Book Reimbursement		750.00
Board of Pensions		3,989.00
Dental Insurance	up to	1,000.00
Moving Costs		Provided

Four weeks vacation — Two weeks study leave

d. That the following Administrative Commission be approved to install The Reverend William Reid Dalton, III at Bethesda Presbyterian Church, Ruffin, North Carolina, on December 15, 1996, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Rick Wurst	Preside & Propound the Constitutional Questions	Minister
Z. Bradford Long	Preach the Sermon	Minister
Carolyn Harrellson	Charge the Minister	Elder
Robert Wells	Charge the Congregation	Minister
Mary Ann Kunze	Lead in Worship	Elder
Nancy Pritchett	Prayer of Installation	Elder
Melzer "Pat" Morgan	Lead in Worship	Elder

e. Mr. Dalton was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

ACTION:

15. Presbytery approved the committee and floor examination of Bruce w. Feltrup-Exum in accordance with Book of Order G-11-0402.

   a. The Reverend Bruce W. Feltrup-Exum was received from Tampa Bay Presbytery so that he may accept the call of the First Presbyterian Church, Asheboro, North Carolina, to serve as Associate Pastor effective November 1, 1996.

   B. His credo which follows was approved:

I believe that in life or in death I belong to God. I believe that it is only through the grace of our Lord Jesus Christ, the love of God, and the communion with the Holy Spirit that I can be in relationship with my creator. Therefore, I place all of my trust in the one triune God, the Holy one of Israel, the Father, Son, and Holy Spirit. The Holy words of God passed down to us in the form of the Holy scriptures provide the direction for a righteous and good relationship with God. I feel that as Christians we should always come to the Bible as vulnerable and changeable human beings. In other words, I believe that we should approach the Bible with as much vulnerability as we try to place on it.

I believe that all creation bears some witness of God, and that all things can reveal God in a small or in a large way. However, since all of humanity suffers under the curse of the original sin committed by Adam and Eve, our experiences, traditions, reason, stories, and images are tainted and unreliable. Indeed, humanity falls prey to the temptations of evil just like Adam and Eve resulting in separation from God. Since our thoughts and concepts of God cannot be totally trusted, we must always check our beliefs against what the Holy scriptures speak through God's Spirit. We are all sinful and fallen creatures, and our ideas about God can be clouded by our own wants and desires leading us to a distorted or perverted perspective which can manifest itself as idolatry.

I believe that the Holy Spirit proceeds from the Father and the Son. The Spirit opens our minds to the love of God, liberates us to love our neighbor, and moves us to love our enemy. The Holy Spirit helps us to unmask the idolatries in church and culture, to hear the voices of the oppressed, and to work for justice, freedom, and equality. The Holy Spirit bears witness to God's promises, Commissions us for service, empowers us for mission, and provides for our sustenance and nurture. It is only by the power of the Holy Spirit that we present a credible witness to the saving grace of Jesus Christ.

I believe in Jesus Christ as the only Son of God, fully divine and fully human. Jesus was born of a virgin, lived a sinless life that was exemplified by compassion and concern for the poor and the outcast. It is through His resurrection from death that we come to fully recognize Him as the Christ the redeemer. Jesus becomes the stand-in for all of the judgment, wrath, and punishment of God and returns forgiveness, blessedness, and eternal life for all those who believe in Him. For Christ to die upon the cross was the greatest offering of love that God could extend to the human race. Christ's sacrificial gift provides for all humanity a right relationship with God.

The church exists as the inspiration of God, the command of Jesus Christ, and the continuing presence of the Holy Spirit. As believers we must abide in communion with the church, and receive the teaching and sacraments as outward signs of our participation with the Holy Spirit and the community of faith. Jesus calls the church to be the sign of the future event of God's activity in the world. Thus, the church does not have a function of mission, but rather it exists precisely for the mission of God. Finally, I believe that as faithful followers of Christ, in every time and in every place, we should rejoice in knowing and be comforted by the fact that nothing in life or in death will ever separate us from the love of God in Christ Jesus our Lord.

c. Presbytery approved the establishment of an Associate Pastoral relationship between Mr. Feltrup-Exum and First Presbyterian Church, Asheboro, North Carolina, effective November 1, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provision of the Book of Order (G-11.0501.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$23,086.00
Housing Allowance/Utilities Reimbursement	13,650.00
Automobile Expense Reimbursement	Reimbursed at allowable federal rate
Education/Book Reimbursement	800.00
Board of Pensions	10,286.00
Moving Cost	Provided

Vacation Four weeks Study Leave Two weeks

d. Following ordination by Tampa Bay Presbytery, the following Administrative Commission was approved to install The Reverend Bruce W. Feltrup-Exum at the First Presbyterian Church, Asheboro, North Carolina, on November 3, 1996, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
David Leininger	Preside & Propound the Constitutional Questions	Minister
Holly Hayes	Preach the Sermon	Minister
Jamie B. Pharr	Charge the Minister	Minister
Douglas Aitken	Charge the Congregation	Elder
William Neely	Lead in Worship	Elder
David W. Clark		Elder

e. Mr. Feltrup-Exum was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF RICHARD L. QUALLS

ACTION:

16. Salem Presbytery approved the committee and floor examination of Richard L. Qualls in accordance with Book of Order G-11.0402.

    a. The Reverend Richard L. Qualls was received from Presbytery of the Peaks so that he may accept the call from the Flat Rock Presbyterian Church, Mt. Airy, North Carolina, as 1/2 time "Tentmaker" Pastor, effective October 1, 1996.

His credo which follows was approved:

I believe that God is the creator of the universe and that we are dependent on God for our existence. I believe that God works through the order of the universe to provide for our needs and sustain life on earth.

I believe that God calls us into a covenant relationship in which we are chosen to be God's people and to obey God. I believe that the experience of faith is to be open to the role of God and always seek the will of God for our lives. I believe that obedience to God results in a proper relationship between God and humanity. I believe that a proper relationship with God can result in harmonious relationships among all people.

I believe that sin separates us from God and disrupts orderly relationships among people. Sin is the result of either arrogance or despair entering into our relationship with God. In the form of arrogance, sin is an attitude of superiority often manifested by presumptuous claims that result in stepping beyond our humanness and assuming the role of God. We end up playing God when our pride causes us to ignore the will of God. Sin in the form of despair appears as a loss of hope or confidence in God. Our loss of hope or confidence in God separates us from the will of God and causes us to fill our lives with sensual distractions that take the place of God.

I believe that God graciously acts through Jesus Christ to redeem humanity. I believe that Jesus Christ is God incarnate - fully human and fully God. I believe that Christ died because of our sins and was raised from the dead by God. In Christ our sins are forgiven and we are reconciled to God. In Christ we discover our proper relationship with God and other people. We experience salvation by the grace of God through faith in Jesus Christ.

I believe that we continue to experience the presence of God and Christ in the world through the work of the Holy Spirit. The Holy Spirit enables us to turn away from sin and discover our proper relationship with God through Jesus Christ.

I believe that the Bible bears witnesses to the Word of God and provides an authoritative guide for seeking the will of God. I believe that the sacraments of Baptism and the Lord's Supper are visible signs of the Word of God. I believe that the sacraments provide an opportunity for experiencing the presence of Christ in our lives.

I believe that the Church represents Christ in the world. The Church is composed of a community of believers who find their salvation in Jesus Christ. The Church is called to help its members grow in the Christian faith, discover God's will for their lives, and share its faith in Christ with those who are outside the Christian community.

c. Presbytery approved the establishment of a 1/2 time "Tentmaker" Pastoral relationship between Mr. Qualls and the Flat Rock Presbyterian Church, Mt. Airy, North Carolina, effective October 1, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$9,500.00
Housing Allowance	2,000.00
Automobile Reimbursement	1,450.00
Education/Book Reimbursement	375.00
403(K) Plan	1,000.00/year
Board of Pensions	Provided

Four weeks vacation Two weeks study leave

d. That the following Administrative Commission be approved to install The Reverend Richard L. Qualls at Flat Rock Presbyterian Church, Mt. Airy, North Carolina, on November 10, 1996, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Paul Ridolfi	Preach the Sermon	Minister
Guy Hunt	Charge the Minister	Minister
David Beal	Charge the Congregation	Elder
A. L. McAlexander	Lead in Worship	Elder
Robert Overby	Prayer of Installation	Elder

e. Mr. Qualls was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF THOMAS RONALD VAUGHAN

ACTION:

17. Salem Presbytery approved the committee and floor examination of Thomas Ronald Vaughan in accordance with Book of Order G-11.0402.

a. After answering affirmatively the questions for ordination in the Book of Order, Thomas Ronald Vaughan was received by Salem Presbytery so that he may accept the call from New Salem Presbyterian Church, Stony Point, North Carolina, as Pastor effective November 11, 1996.

b. His credo which follows was approved:

I believe that the religion of the Judeo-Christian tradition is a revealed religion, i.e., God has chosen to become immanently involved in the lives of persons. As God called a people to become an elect nation, God revealed in history more and more of the divine personality and its intention for all of creation. This revelation culminated in God's own enfleshment in Jesus of Nazareth. Jesus lived among us, demonstrating perfect faith, love, trust, and obedience, becoming through this perfection our model for full and true human existence. For our sins, Jesus was crucified, dead, and buried, then was literally alive again. He ascended back into the presence of God, opening the way for the more fully defined age of the Spirit, in which age we continue to live. God's Holy Spirit enabled the Scriptures to emerge, empowered the creation of the Church, and affected the regeneration and new birth of persons, calling them out of darkness into light, out of death into life.

I am, therefore, a traditional Trinitarian, affirming the fundamental principle of the interpersonal relationship within the Godhead. This belief informs my conviction that God graciously and lovingly desires a similar interpersonal relationship with all human beings. The chief end of humankind is certainly "to glorify God, and fully to enjoy" God forever.

The Church contains the called people of God, and is commanded to complete the saving ministry begun in Jesus. The sacraments are means of grace. In baptism, God acts to initiate us into the Church. In Holy Communion, God acts to recapitulate physically and spiritually the saving event of our faith. In the Scriptures, God gives the standard for faith and practice in the Church, and God's Spirit illuminates faithful hearers and readers to understand and to live the meaning of the text.

The Christian life is a developmental process of growing in grace through the pain and joy of discipleship. God's Spirit allows us to participate in a transcendent vision of a new realm to come, thus enabling us to triumph over meaningless and, ultimately, death. It is not yet revealed to us what we shall become, but we have enough revelation to know that we abide forever under the sovereignty of agape love.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Vaughan and New Salem Presbyterian Church, Stony Point, North Carolina, effective November 11, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provision of the Book of Order (G-11.0501.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$21,300.00
Housing Allowance	14,200.00
Automobile Reimbursement	3,100.00
Continuing Education	1,460.00
Board of Pensions	9,940.00
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to install him as Pastor of the New Salem Presbyterian Church, Stony Point, North Carolina, on November 17, 1996, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Jeff Smith	Preside & Propound the Constitutional Questions	Minister
Richard Morgan (Guest)	Preach the Sermon	Minister
J. Adrian Dobson	Charge the Minister	Elder
Jean Cockrell	Charge the Congregation	Elder
Reid Montgomery	Lead in Worship	Minister
Don Mimbs	Prayer of Installation	Minister
Rita Bryant	Lead in Worship	Elder

e. Mr. Vaughan was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF CHARLES JEFFERIES WHITE

ACTION:

17. Salem Presbytery approved the committee and floor examination of The Reverend Charles Jefferies White in accordance with Book of Order G-11.0402.

a. The Reverend Charles Jefferies White was received from Greater Atlanta Presbytery so that he may accept the call to First Presbyterian Church, Winston-Salem, North Carolina, to serve as Associate Pastor, effective December 1, 1996.

b. His credo which follows was:

God is revealed as the one living and true God, eternally existing in three persons - Father, Son and Holy Spirit. God is sovereign. God created the universe and called it good, created humanity to live in harmony with God, others, self and creation. But in rebellion, humanity sinned, bringing all people under divine condemnation. Inwardly, humanity became depraved and unable to return to God. God graciously worked in history to provided salvation in Jesus Christ.

Jesus Christ was incarnate; fully human and fully God. In Christ's life and death, God's atoning love was demonstrated for humankind. Christ rose from the dead and ascended into heaven where He rules the world and the Church. I believe that a person's greatest need is to know Christ as Lord and Savior, to experience more fully the love of God. In the life of Jesus we see how we are to live.

I believe the Holy Spirit works in the world and in individuals, renewing our hearts and enabling and leading us to repentance and faith in Jesus Christ. Salvation, justification and sanctification, is the work of God.

I believe that the Word of God - The Old and New Testaments - is authoritative concerning faith and practice for the Christian life. Scripture is the inspired witness of the revelation of God who acts in history. When faithfully read and interpreted in the community of faith, Scripture is the Word of God for us today.

I believe the sacraments are the signs and seals of the blessing of God, expressly ordained by Christ. Baptism signifies our acceptance into the Body of Christ. In the Eucharist, we experience the presence of the resurrected Christ; we remember and celebrate God's new covenant and the assurance of Christ's return.

The Church exists under the Lordship of Christ. Consisting of all who profess faith in Christ, the Church serves the world. By its very essence the Church is connectional. Although imperfect, the Church is called to worship and serve, making disciples of all nations, evangelizing the unchurched, participating in the sacraments, showing compassion to all people, striving for social justice and peace, and equipping all Christians for the work of ministry through fellowship and prayer.

As a pastor, I am under the authority of Scripture, guided by our confessions and governed by our Church's polity and discipline. I believe in the priesthood of all believers, the connectional nature of our Church and our representative system of government.

c. Presbytery approved the establishment of an Associate Pastor Relationship between Mr. White and First Presbyterian Church, Winston-Salem, North Carolina, effective December 1, 1996; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provision of the Book of Order (G-11.0502.g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$38,669.00
Housing Allowance	20,000.00
Automobile Reimbursement	2,900.00
Education/Book Reimbursement	1,000.00
Board of Pensions	16,427.00
Moving Costs	4,000.00
Four weeks vacation	Two weeks study leave

d. That the following Administrative Commission be approved to install The Reverend Jeff White, at First Presbyterian Church, Winston-Salem, North Carolina, on December 1, 1996, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Russ Ritchel	Preside & Propound the Constitutional Questions	Minister
W. Frank Harrington (Guest)	Preach the Sermon	Minister
Maggi Henderson	Charge the Minister	Minister
Hank Keating	Charge the Congregation	Minister
Martha Young	Lead in Worship	Elder
Ernest White	Prayer of Installation	Elder
Joe White	Opening Prayer	Elder

e. Mr. White was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

COMMITTEE ON MINISTRY

Jim Rissmiller, Moderator

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of Alamance Presbyterian Church, McLeansville, North Carolina, in securing The Reverend John Abbott Wilkerson, Jr. to serve as Interim Pastor for a six-month period from September 1, 1996, through March 1, 1997.

2. Concurred with the action of the Sessions of Pine Hall Presbyterian Church, Pine Hall, North Carolina, and Sandy Ridge Presbyterian Church, Sandy Ridge, North Carolina in securing The Reverend Jean Rodenbough to serve as Interim Pastor for a one-year period from April 10, 1996, through April 9, 1997.

3. Concurred with the action of the Session of Presbyterian Church of the Covenant, Greensboro, North Carolina, in securing The Reverend Angus McGregor to serve as Interim Pastor for an extended period until July 31, 1997.

4. Both the Bethesda Presbyterian Church, Ruffin, North Carolina, and The Reverend William Reid Dalton, III volunteered to be considered for a designated term relationship and the Committee On Ministry concurred with the establishment of a Designated Pastoral Relationship.

5. Concurred with the action of the Session of the First Presbyterian Statesville, North Carolina, in the employment of The Reverend Max E. Deal as Interim Pastor for a period of one year beginning October 20, 1996.

6. Concurred with the action of the Session of the Presbyterian Church of the Covenant, Greensboro, North Carolina, in renewing the Interim Pastor relationship of The Reverend Amgus McGregor from November 1, 1996, to July 31, 1997.

TRIENNIAL VISITATIONS FOR 1996

7. Triennial Visitations for 1996 have been reported per Attachment 1.

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

MINISTER TRANSFERRING TO ANOTHER PRESBYTERY

1. The Reverend James E. Layman was transferred from Salem Presbytery to Southeastern Illinois Presbytery to accept a call to the First Presbyterian Church, Champagne, Illinois, effective July 1, 1996.

2. The Reverend Michael Poulos was transferred from Salem Presbytery to Greater Atlanta Presbytery to accept a call to the Trinity Presbyterian Church, Atlanta, Georgia, effective October 20, 1996.

3. The Reverend Jeffrey J. Falter was transferred from Salem Presbytery to North Alabama Presbytery to accept a call to First Presbyterian Church, Cullman, Alabama.

4. The Reverend David T. Lee-Andrews was transferred from Salem Presbytery to St. Augustine Presbytery to accept a call to Highlands United Presbyterian Church, Jacksonville, Florida.

5. The Reverend Stephen H. Wilkins was transferred from Salem Presbytery to Tres Rios Presbytery to accept a call to First Presbyterian Church, Midland, Texas.

DISSOLUTION OF RELATIONSHIPS

6. Dissolved the pastoral relationship between The Reverend James E. Layman and the Starmount Presbyterian Church, North Carolina, effective July 1, 1996.

7. Dissolved the pastoral relationship between The Reverend William T. Wing, III and the Unity Presbyterian Church, Woodleaf, North Carolina, effective September 30, 1996.

8. Dissolved the campus minister/United Campus Ministry relationship between The Reverend Gail Porter Nelson and the Winston-Salem State University, Winston-Salem, North Carolina, effective August 31,1996.

9. Dissolved the pastoral relationship between The Reverend Jeffrey J. Falter and the Dogwood Acres Presbyterian Church, Asheboro, North Carolina, effective October 31, 1996.

10. Dissolved the Associate Pastoral relationship between The Reverend Phyllis H. Kort and the First Presbyterian Church, Burlington, North Carolina, effective October 15, 199, so that she might serve as Interim Pastor of the Church of Reconciliation, Chapel Hill, North Carolina.

11. Dissolved the Pastoral relationship between The Reverend Stephen H. Wilkins and Third Creek Presbyterian Church, Cleveland, North Carolina, effective November 15, 1996.

12. Dissolved the Pastoral relationship between The Reverend David T. Lee-Andrews and the Concord Presbyterian Church, Statesville, North Carolina, effective October 31, 1996.

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

13. Granted permission for The Reverend Brent Johnston, a member of Charlotte Presbytery, to serve inside the bounds of Salem Presbytery for a one-year period to serve as a Supply Pastor.

ACTIONS:

MODERATORS OF SESSION

18. The Reverend Harold Fuller was appointed Moderator of Session for the Clemmons Presbyterian Church, Clemmons, North Carolina.

19. The Reverend James H. Banbury was appointed Moderator of Session for the Yadkinville Presbyterian Church,Yadkinville, North Carolina.

20. The Reverend Max Deal was appointed Moderator of Session for the First Presbyterian Church, Statesville, North Carolina.

21. The Reverend Malcolm Bullock was appointed Moderator of Session at the Unity Presbyterian Church,Woodleaf, North Carolina.

22. The Reverend Charles Fitzpatrick was appointed Moderator of Session at the Dogwood Acres Presbyterian Church, Asheboro, North Carolina.

23. The Reverend Stewart Ellis was appointed Moderator of Session at the Southminster Presbyterian Church, Winston-Salem, North Carolina.

STATED SUPPLY RELATIONSHIPS

24. The Reverend James H. Banbury was appointed Stated Supply of the Yadkinville Presbyterian Church, Yadkinville , North Carolina, from October 1, 1996 to January 1, 1997.

PERMISSION TO LABOR OUTSIDE THE BOUNDS

25. The Reverend Phyllis H. Kort was granted permission to labor outside the bounds of Salem Presbytery in the Presbytery of New Hope for a period of one year.

BLACK CAUCUS

Alyce Kelly, Moderator

James Miles presented scholarships to Robiane Kimbrough of the Mt. Vernon Church, Woodleaf, and Robert Kirk of the Trinity Church, Salisbury, on behalf of the Black Caucus.

BUDGET AND FINANCE COMMITTEE

Judson J. Milam, Moderator

In this my last meeting to give a report for the Budget and Finance Committee, I wish to spare you my redundant comments about how "every day in every way things are getting worse and worse." I shall not again dwell on how receipts are down from previous years. Rather, I will share positive things, such as we are not spending more than we are receiving. And, we have a good report from the auditor, which we are asking you to approve in this report.

When the 1997 Presbytery Budget was approved by Salem Presbytery, it was approved with a deficit of $51,433. Although there are reserves available to cover this shortfall, it was our hope that the new Stewardship Task Force, approved also at the last meeting of Presbytery, would be able to encourage increases in giving. This task force has met twice prior to this meeting of Presbytery. The task force anticipates some good results from their work which will include: written contact with all churches in 1996, individual contact with some churches in 1996, and individual contact with all churches in 1997.

We have received our audited financial statement for December 31, 1995, from the accounting firm of Moose, Martin and Haynes, P.A., Certified Public Accountants. We received a **Qualified** audit because the audited figures from Camps New Hope and Presbyterian Point are not in as yet. We own these camps jointly with New Hope Presbytery. The financial work for these camps is done in the office of the New Hope Presbytery.

ACTION:

26. The audited financial report for the year 1995 was approved (Appendix D, pp. 203-213).

REPORT OF AD HOC COMMITTEE TO REVIEW HIGHER EDUCATION COMMITTEE WORK AND PROCESSES

An Ad Hoc Committee composed of Mrs. Pat Stephens, Rev. John Wilkerson, and Rev. Curtis Patterson (all nominees for membership on the Shalom Cluster), along with Mrs. Margaret Marks and Rev. Barbara Dua studied materials which included: 1) The description of the functions of the Higher Education Committee, its makeup, and a description of its activities and procedures over the past several years; 2) materials from the St. James Session raising concerns over the lack of stated procedures by the Higher Education Committee for campus ministry funding, the inequality in funding of the St. James ministry at NC A&T University compared to ASU and UNC-G programs, the lack of initiative taken by the Committee in seeking out ways to support and encourage the St. James ministry and the slowness of response to their concerns by the Presbytery executive and the Committee; and 3) the assignment from Council as ordered by the July meeting of Salem Presbytery which read:

> "That the Council appoint a task force or committee to review the function of the Higher Education Committee and report its findings and recommendations to the Presbytery at the next stated meeting (October 1996)."

The Committee believes that while addressing the concerns raised by the St. James Session, the concerns themselves are symptomatic of an underlying pervasive racism which must be addressed and worked through as a basis for long lasting solutions. This whole process must be based on seeking genuine spiritual change.

Therefore, it is the Ad Hoc Committee's recommendation that:

ACTIONS:

27. The Shalom Cluster was given the assignment of assembling a Racial Equity Task Force to identify and recommend changes in the critical areas of Salem's life that have fostered continued inequality of access to the power, resources, and fellowship of this part of the Body of Christ. Parity in funding and other resources for effective campus ministry as well as initiatives in African-American new church development and church redevelopment are immediate concerns. All other areas of Salem's life and mission will also be examined to determine ways and means for Salem to live out its name in becoming an assertive force for both the sense and reality of wholeness and unity among us all; and

28. Salem Presbytery recorded its clear commitment to increased support for African-American Campus Ministry particularly on predominately African-American campuses. This commitment will be reflected in needed changes in both Salem's own budget for campus ministry as well as the campus ministry funds from Synod; and

29. The Shalom Cluster, along with the Council and its Budget & Finance Function Group, will be asked to develop an interim recommendation regarding campus ministry funding by February 1, 1997, and a comprehensive plan for recommendation to the April 22, 1997, meeting of Presbytery that will reflect both racial parity, feasibility, and fairness to all our campus ministries in current operation or currently envisioned; and

30. The Council's Budget & Finance Function Group will focus the work of its Stewardship Task Force on raising enough year-end giving by the churches to cover all or most of the approximately $45,000 new dollars needed to increase the 1997 campus ministry budget while also challenging our churches to increase their undesignated giving through Presbytery for 1997; and that Salem Presbytery encourage our churches to become more directly involved in the funding of the six campus ministries within our bounds by responding generously to the appeals of the local boards who oversee those ministries (Appalachian State University [in cooperation with the Episcopalian Church]; NC A&T University/Bennett College; Mitchell Community College, Statesville, under consideration [not now budgeted]; UNC-G; WSSU [ecumenically funded and governed]; and Winston-Salem Area Campus Ministry [includes ministries at Wake Forest University, Salem College, NC School of the Arts, and fund raising for WSSU]).

STEWARDSHIP COMMITTEE
Cynthia Kirkman, Moderator

Cynthia Kirkman announced the presentations of Stewardship awards as follows:

Increase in per member giving - Mebane
Small membership congre. for per member giving - Oak Ridge
Per member giving for large membership congre. - Burlington First

Awards will be presented to the churches in their own worship setting.

GRANDFATHER HOME FOR CHILDREN

Jim Swinkola, executive director of Grandfather Home for Children, spoke briefly regarding the work and ministry of the Home.

NOMINATING COMMITTEE
Sam McGregor, Moderator

Your Nominating Committee has been most pleased by the response to the request to indicate interest in serving on the various Clusters and other structures of Presbytery. You will note that the dividing into classes (e.g. 1997, 1998, 1999) has not been completed. They will be reported at the February 1, 1997, meeting.

ACTION:

31. Presbytery elected The Reverend W. Russell Ward, Jr. as Vice-Moderator of Salem Presbytery (scheduled to serve as Moderator beginning at the end of the February 1, 1998, Meeting).

ACTION:

32. Presbytery elected the following persons to the Clusters and Committees as indicated:

CHURCH GROWTH AND ENRICHMENT CLUSTER (8)

Rev. Ron Bowie (Moderator)	Boone First
Mr. Bill Cleveland	Westminster (Greensboro)
Rev. Bill Hayes	Smyrna/Wentworth
Rev. Steve McCutchan	Highland
Rev. Tom Miller	Forest Park
Ms. Vada Tatum	Calvary
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COUNCIL CLUSTER (24)

Mr. Mack Dagenhart (Moderator)	Winston-Salem First
Ms. Margaret Marks (Vice-Moderator)	Calvary
Rev. Bob Matthews (Secretary)	Fieldstone
Mr. Bill Hylton (Ch. Growth & Enrichment Cluster Liaison)	High Point First
Mr. Ed Powers (Educational Ministries Cluster (Liaison)	Church of the Covenant
Rev. Steve Moss (Ministry Cluster Liaison)	Thyatira at Mill Bridge
Rev. Dale Davidson (Shalom Cluster Liaison)	Church of the Cross
Ms. Christie Leininger (Worldwide Ministries Cluster	St. Paul (Greensboro)
Rev. Charlie Williams	Burlington First
Rev. James Mitcham	Shady Side
Rev. David Heil	North Wilkesboro
Rev. Jean Rodenbough	Pine Hall/Sandy Ridge
Rev. Pat Stewart (Current Presbytery Moderator)	Lexington First
Rev. Russ Ward (Current Presbytery Vice-Moderator)	Asheboro First
Mr. Neel Fleming (Immediate Past Presbytery Moderator)	Hawfields
Ms. Muriel Ward (Presbyterian Women Moderator)	Alamance
Mr. John Hamil (Presbyterian Men Moderator)	Jamestown
Rev. Alyce Kelly (Black Caucus Moderator)	Allen Temple
Mr. Dick Orr (Budget & Finance Function Group Moderator)	Winston-Salem First
Ms. Cynthia Kirkman (Presbytery Meetings Function Group Moderator)	Highland
Ms. Lib McPherson (Goals & Evaluation Function Group Moderator)	Yanceyville
Mr. Doug Aitken (Denom. Commitment Function Group Moderator)	Asheboro First
Rev. Joel Long (Communications Function Group Moderator)	Eden First
Mr. Bob Finley (Personnel Function Group Moderator)	Starmount

EDUCATIONAL MINISTRIES CLUSTER (6)

Ms. Nancy O'Dell (Moderator)	Boone First
Ms. Heather Ferguson	Highland
Ms. Avys Massey	St. Paul (High Point)
Mr. Fred Terry	Dellabrook
Mr. Fred Ward	Parkway
Ms. Edye Williamson	North Wilkesboro

MINISTRY CLUSTER (48)

Rev. Jim Rissmiller (Co-Moderator)
Ms. Hervey Martin (Co-Moderator)

Committee on Ministry (24)

Ms. Hervey Martin (Co-Moderator)	Parkway
Rev. Jim Rissmiller (Co-Moderator)	Community in Christ
Rev. Malcolm Bullock	Retired
Rev. Bob Cleveland	Pittsboro
Mr. Tommy Cornatzer	Bixby
Mr. Glenn Farthing	Starmount
Rev. Lucius Gray	Retired
Rev. David Henry	Vandalia
Rev. Fred Horner	Greensboro First
Rev. John Milholland	Fifth Creek/Old Providence
Rev. Molly Morgan	Madison
Rev. Lisa Mullen	High Point First
Rev. Gail Nelson	Member-at-large
Ms. Lucille Phifer	Mt. Vernon
Ms. Constance Purcell	Mt. Tabor
Mr. Wade Redding	Westminster (Burlington)
Rev. Leland Richardson	Mocksville First
Mr. Jack Trawick	Parkway
Mr. Tom Vinson	Yadkin United
Rev. Rick Wurst	Stony Creek

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Examinations (12)

Rev. David Kivett (Moderator)	Reidsville First
Mr. John Edwards	Greensboro First
Rev. Holly Hayes	Forest Hills
Rev. Joanne Hull	Guilford Park
Mr. Robert Rush	St. Paul (High Point)
Rev. Grant Sharp	Retired
Rev. Sam Stevenson	Grace
Rev. Larry Summey	Franklin
Mr. Marshall Taylor	Mebane
Rev. Dan Wilkers	Parkway
Ms. Caroline Wright	Highland

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Preparation for Ministry (12)

Rev. Maggi Henderson (Moderator)	Highland
Rev. Janet Briscoe	Member-at-Large
Rev. Chris East	Buffalo
Ms. Evelyn Edwards	Greensboro First
Rev. Robert Herron	Presby. Counseling Center
Mr. John Larson	Salisbury First
Rev. Russ Ritchel	Winston-Salem First
Rev. Dennis Sebesan	Lexington First
Mr. Robert Thomas	Westminster (Greensboro)
Rev. Scott Woodmansee	High Point First

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SHALOM CLUSTER (6)

Rev. John Wilkerson (Moderator)	Alamance
Ms. Whaley Batson	Highland
Ms. Elaine Buie	Church of the Cross
Rev. R. O. Freeman	Retired
Rev. Curtis Patterson	Thomasville First
Ms. Pat Stephens	Hope View

WORLDWIDE MINISTRIES CLUSTER (6)

Ms. June Woodall (Moderator)	Prospect
Rev. George Carpenter	Retired
Rev. Jae Chung	Korean First
Ms. Julie Joyce	Madison
Mr. Bob Kollar	Guilford Park
Mr. Chis Rodenbough	Pine Hall

COMMITTEE ON REPRESENTATION (9)

Rev. Joe Spears (Moderator)	Mt. Tabor/Cameron
Ms. Amanda Bethea	Grace
Rev. Jan Briscoe	Member-at-Large
Mr. Aaron Collier	North Wilkesboro
Rev. James Henderson	Calvary
Ms. Dorothy Mintz	Logan
Mr. Otis Scott	Beulah
Ms. Muriel Ward	Alamance

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Committee on Representation Book of Order structure requirements:

Majority Racial Ethnic
Male and Female Majority
Male and Female Racial Ethnic
Male and Female Youth
Person with Disability

PERMANENT JUDICIAL COMMISSION (9)

Class of 2002

Mr. Don Castleman	Winston-Salem First
Rev. James Henderson	Calvary
Rev. Phyllis Kort	Burlington First

EVANGELISM COMMITTEE

Ron Bowie, Moderator

The Evangelism Committee sponsored four town hall meetings in April and May of 1996. Over one hundred pastors and congregation members participated in these meetings. A booklet, "Shared Ideas", was published and mailed to all participants.

We have sponsored three GIG's (Good Ideas for Growth) and plan to offer the practical evangelism experience before each Presbytery meeting.

The Committee also sponsored the September seminar on "Assimilating New Attenders and Members" with Herb Miller of NetResults in Lubbock, Texas. Approximately 100 attended the day-long learning experience.

We have participated in two church renewal events--Glendale Springs/Laurel Fork and Unity Presbyterian Churches. Members are available to meet with governing bodies and congregations.

We are currently interviewing for the Evangelism Resource Person under the Bicentennial Program. We hope to have this resource in place early in 1997.

The Presbytery has received twenty-two Commitments to Evangelism or one out of every seven congregations. We encourage our congregations to explore this exciting opportunity to grow!

Last, the Committee plans to sponsor a practical two-day seminar on exploring your faith and expressing your faith in April of 1997. Ron Bowie will be the seminar leader.

Be sure the visit the Evangelism cubicle reading section in the Resource Center for information on evangelism specifics.

Any questions about evangelism can be directed to any Committee member. And as of January 1997 the Evangelism Committee will be a working element of the Church Growth and Enrichment Cluster.

Current Committee Members:

Lisa Nelson (704-664-1514)
Dan Thornton (704-636-0601)
Fred Tatum (704-872-0319)
Vada Tatum (704-872-0319)
Don Hart, Ad Hoc (704-664-3459)
Robert Howard (704-664-3160)
Jesse Bledsoe (910-368-5399)
Philip Pogue (910-982-9258)
Orville Light (910-627-4566)
Ron Bowie (704-264-3906)

The following churches were recognized for signing the Commitment to Evangelism:

Clemmons Presbyterian Church
Prospect Presbyterian Church

GOALS & EVALUATION COMMITTEE

Norman Whitney, Moderator

Subsequent to the Thirty-First Stated Meeting of Salem Presbytery the cluster work groups made progress toward shaping the action plans which would enable each cluster to respond to its appropriate focus areas and reported their results to an all-cluster meeting on September 5th. Goals and Evaluation then began comparing each group's work to the adopted focus areas and sorting them into a comprehensible plan for the Presbytery. Attached are spreadsheets which the Goals & Evaluation Committee composed to lay out the plans identified by each cluster for 1997 and in some instances their work beyond 1997 (see the attached Cluster Action Plans).

From listening to the presentations of the cluster workshop leaders, these generally referred to elements for cluster operations became evident:

A. The adoption of the regular use of inter-cluster task forces to enable each cluster to maintain its desired contact with the congregations of the Presbytery;

B. The adoption of the use of a master calendar which will be developed by the clusters in consultation with the Goals & Evaluation Committee and adopted by the Council encompassing the total work of the Presbytery; and

C. The elimination of the categories of "elect" and "select" members of the clusters. Cluster members would fall into two categories: those elected by the Presbytery and those co-opted to work with the cluster on a given task.

D. The expansion of the numbers of member elected to certain clusters by the Presbytery also became evident.

E. Continuing education events throughout the year would become necessary for the clusters to function together and begin the joint planning process for 1998.

ACTIONS:

33. Presbytery revised the Cluster Membership portion of the plan by adopting the following:

> Cluster members will be elected by Presbytery upon recommendation of the Nominating Committee. The number of members for each cluster will be approved by the Presbytery upon the recommendation of the Goals & Evaluation Committee in consultation with the cluster leadership.
>
> Additional members of Task Groups may be chosen for each cluster to provide specific skills needed for a specific task for a specified time period. Task group members will be recommended by each cluster and will be presented to Council by the Goals & Evaluation Function Group (until January 1, 1997 - Goals & Evaluation Committee) for approval.
>
> Expenses for all cluster members, whether elected or co-opted, will be paid within the constraints of the cluster budget.

34. The cluster membership categories of "elect" and "select" were abandoned and the cluster membership will be referred to as those who are elected by the Presbytery and those who have been co-opted to work with cluster task groups.

35. The clusters were expanded to the following total membership slots:

Church Growth & Enrichment	9
Shalom	18
Worldwide Ministries	12
Educational Ministries	9

36. All newly elected cluster members and those who will continue to work in 1997 were encouraged to attend the workshop on team building to be held on November 2, 1996, at Highland Presbyterian Church, Winston-Salem, NC, and led by Vivian Pilant who works with the South Carolina Department of Education.

37. The clusters were encouraged to establish inter-cluster task forces to maintain close communications with congregations concerning their participation in the work of the Presbytery.

REPORT OF THE STATED CLERK

The Stated Clerk's report was distributed in written form only for the information of the Presbytery (Appendix F, p. 214) nd included an updated report on the Session Records Review.

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-Second Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator N. N. Fleming, III at 4:25 p.m. The next Stated Meeting will be held on Saturday, February 1, 1997, at First Presbyterian Church, Burlington, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
THIRTY-SECOND STATED MEETING
ELKIN PRESBYTERIAN CHURCH
ELKIN, NORTH CAROLINA

DOCKET

October 22, 1996

Name Tag Color Code:

Elder Commissioners	yellow dot
Minister	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

***Denotes Order of the Day**
Numbers of parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.		Registration	
8:30		"GIG" (Good Ideas for Growth)	
***9:00**		**CALL TO ORDER/OPENING PRAYER**	*Moderator Neel Fleming*
	(1.1)	**WORSHIP/COMMUNION** Preacher: The Reverend J. Miller Liston Moderator, Synod of the Mid-Atlantic	
9:45		ORGANIZATION OF PRESBYTERY	*Moderator Neel Fleming*
		Quorum	
	(2.1)	Docket	*Murray White*
	(3.1)	Omnibus Motion	*Murray White*
		Welcome	*Tom Bagnal*
		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	
		Greeting from Ecumenical Visitor Dr. Bill Johnson, Pastor, First Baptist Church	
	(4.1)	Communications	*John Handley*
10:03		TELLIT (Youth Ministry Committee)	
***10:05**	**(4a.1)**	**SOCIAL JUSTICE COMMITTEE**	
12:15	**(5.1)**	PERSONNEL COMMITTEE	*Ed Lewis*
12:20	**(6.1)**	RECOGNITION OF HONORABLE RETIREMENT Henry J. Keating	*Mike Warren*

***12:30 p.m.**		**LUNCH**	
*** 1:15**		**ORDINANDS PREACHING** Jonathan H. Freeman Perry D. Griffin Thomas K. Lewis, III	
1:45		PRAYERS OF THANKSGIVING/INTERCESSION 2¢/PENNIES OFFERING	*Jim Banbury*
1:50	**(7.1)**	COUNCIL 1. Office Location Committee Report 2. Staffing Task Force Report	*Murray White*
2:20	**(8.1)**	EXAMINATIONS COMMITTEE	*David Kivett*
2:50	**(9.1)**	COMMITTEE ON MINISTRY	*Jim Rissmiller*
3:10		BLACK CAUCUS SCHOLARSHIP PRESENTATION	*Alyce Kelly*
3:15	**(10.1)**	BUDGET & FINANCE COMMITTEE	*Jud Milam*
3:20	**(12.1)**	AD HOC COMMITTEE TO REVIEW HIGHER EDUCATION COMMITTEE WORK & PROCESSES	*Barbara Dua*
3:40		STEWARDSHIP COMMITTEE	*Cynthia Kirkman*
3:50		GRANDFATHER HOME FOR CHILDREN	*Jim Swinkola*
3:55	**(13.1)**	NOMINATING COMMITTEE	*A. L. McAlexander*
4:00	**(13a.1)**	EVANGELISM COMMITTEE	*Ron Bowie/Joel Long*
4:10	**(14.1)**	GOALS & EVALUATION COMMITTEE	*Norman Whitney*
4:15		ADJOURNMENT	

Written Reports for Information:

(15.1) Camp Damage Report
(16.1) Committee on Representation
(17.1) Ecumenical Relations Committee
(18.1) Hunger Committee
(19.1) Stated Clerk's Report (in Addendum)
(20.1) Synod Commissioners' Report (in Addendum)
(21.1) Women's Ministry Committee
(22.1) Worldwide Ministries Committee

Announcements:

- **(23.1)** Middle School Retreat
- **(24.1)** Celebrating Diversity
- **(25.1)** Spiritual Retreat
- **(26.1)** Church Officer Training
- **(27.1)** Sessions and Pastors Retreat
- **(28.1)** Curriculum Addition
- **(29.1)** Presbyterian Men
- **(30.1)** Spencer Church's "Bridge to the World"
- **(31.1)** Churches Currently Seeking Pastors
- Presbytery Evaluation Form (Yellow Sheet)

Brochures:

Worldwide Ministries Conference
New Creation's Retreat Information

SALEM PRESBYTERY
COMMITTEE ON REPRESENTATION
Joe L. Spears, Moderator
October 22, 1996

In compliance with the directives found in Book of Order G-9.0105, the current listing of the Presbytery's committee memberships, except for vacancies caused by resignations and organizational restructure, has and will remain the same through December 31, 1996. Your Committee on Representation is confident that every effort has been made to insure participation, inclusiveness, fairness, and effective representation in the decision making of the Church.

Our first meeting under the new cluster organization will be held in November 1996. The following present themselves as agenda items:

1) Increased frequency of Committee on Representation meetings;

2) How do we answer the representation question(s) when the cluster organization is built to insure short-term opportunity; and

3) How do we address congregations which do not choose to elect female officers.

ACTION:

Presbytery received the report of the Committee on Representation as information.

APPENDIX C

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
October 22, 1996

A. Supporting information on minister changes:

1. From other presbyteries

- William Reid Dalton, III - Designated Pastor, Bethesda (Ruffin) - from Susquehanna Presbytery
  - Installation Commission

- Bruce W. Feltrup-Exum - Associate Pastor, Asheboro First - from Tampa Bay Presbytery
  - Installation Commission

- Jonathan H. Freeman - Pastor, Springwood - Candidate from Holston Presbytery
  - Call Forms
  - Ordination/Installation Commission

- Perry D. Griffin - Pastor, Mt. Vernon/Mocksville Second - Candidate from Presbytery of Charlotte
  - Ordination/Installation Form

- Thomas K. Lewis, III - Pastor, Bethesda (Statesville) - Candidate from Presbytery of North Alabama
  - Call Forms
  - Ordination/Installation Commission
  - Transfer of Covenant Relationship

- Richard L. Qualls - 1/2 Time "Tentmaker" Pastor, Flat Rock - from Presbytery of the Peaks
  - Call Forms
  - Installation Commission

- T. Ronald Vaughn - Pastor, New Salem - from the United Church of Christ
  - Call Forms
  - Installation Commission
  - Letter from United Church of Christ Associate Conference Minister

- Jeff White - Associate Pastor, Winston Salem First - from Presbytery of Greater Atlanta
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal

2. To other presbyteries

- Jeffrey J. Falter to North Alabama Presbytery
- James E. Layman to Southeastern Illinois Presbytery
- David T. Lee-Andrews to St. Augustine Presbytery
- Michael J. Poulos to Presbytery of Greater Atlanta
- Stephen H. Wilkins to Tres Rios Presbytery

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Juan P. Guthrie
2. George K. Preston, III
3. Francis J. Rivers
4. Brian K. Rummage
5. Charles Powell Sykes

Reference: Stated Clerk

C. Letter from Constitutional Services regarding Salem Presbytery Overture 96-9 submitted to the 208th General Assembly (on including vows for Diaconal responsibilities for Elders in churches not using the office of Deacon)

D. Letter from Synod Council announcing two grants to Salem Presbytery for Campus Ministry as follows:

NC A&T	$8,586
Mitchell Community College	$2,147

Reference: Information

E. Letter from Stated Clerk of Southeastern Illinois Presbytery regarding call of candidate Debbie Layman to First Presbyterian Church, Urbana, as Associate Pastor.

Reference: Preparation for Ministry Committee

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

ORDINATION OF JUAN P. GUTHRIE

The Commission appointed by Salem Presbytery to ordain Juan P. Guthrie met at the St. James Presbyterian Church, August 11, 1996, at 3:45 p.m. The meeting was called to order by Michael Warren. The prayer was offered by Michael Warren. The following members were present: Ministers Alyce Kelly, J. Herbert Nelson, II, Michael Warren; Elders Marsha Hooks, Cynthia Kirkman, Phyllis Chambers. Michael Warren was elected Moderator and Cynthia Kirkman, Clerk of the Commission. Guest minister Byron Wade of New Hope Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Herb Nelson preached the sermon using as his text II Timothy 3:10-15 and his topic, "Forget Not Your Foundation." Michael Warren propounded the constitutional questions to the minister. Phyllis Chambers offered the prayer of ordination. Juan Guthrie was declared duly ordained according to the Constitution of the Presbyterian Church (U.S.A.). Byron Wade charged the minister.

Juan Guthrie, the newly ordained minister, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Michael Warren.

INSTALLATION OF GEORGE KLINE PRESTON, III AS PASTOR OF PROSPECT PRESBYTERIAN CHURCH, MOORESVILLE

The Commission appointed by Salem Presbytery to install George Kline Preston, III as Pastor of Prospect Presbyterian Church met at Prospect Church, Mooresville, NC, August 11, 1996, at 9:30 a.m. The meeting was called to order by Joe L. Spears. The prayer was offered by Joe Spears. The following members were present: Ministers Joe L. Spears, S. Edwin Lewis, Lisa T. Nelson; Elders Jack Brantley and Virginia Edmiston. Joe Spears was elected Moderator and Ed Lewis, Clerk of the Commission. Guest minister Ken Calhoun of Western North Carolina Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 10:00 a.m., the Moderator presiding. Ken Calhoun preached the sermon using as his text Romans 12:1-8 and his topic "Renewed Reality." Joe Spears propounded the constitutional questions to the minister. Virginia Edmiston propounded the constitutional questions to the congregation. Virginia Edmiston offered the prayer of installation. George Kline Preston, III was declared duly installed as Pastor of Prospect Church according to the Constitution of the Presbyterian Church (U.S.A.). Ed Lewis charged the Pastor, and Jack Brantley charged the congregation.

George Kline Preston, III, the newly installed pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Lisa Nelson.

ORDINATION OF FRANCIS JAMES RIVERS

The Commission appointed by Salem Presbytery to ordain Francis James Rivers met at the Highland Presbyterian Church, August 18, 1996, at 3:30 p.m. The meeting was called to order by John Handley. The prayer was offered by John Handley. The following members were present: Ministers John Handley, Ruth

Lenger; Elders Esther Preston, Willie Garvin, and Fred Tatum. John Handley was elected Moderator and Esther Preston, Clerk of the Commission. Guest ministers Mark McConough of Detroit Presbytery and Michael Stuart of Louisville Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Mark MCDonough preached the sermon using as his text Esther 4:8-16 and his topic, "For Such A Time As This." John Handley propounded the constitutional questions to the minister. Esther Preston offered the prayer of ordination. Francis James Rivers was declared duly ordained according to the Constitution of the Presbyterian Church (U.S.A.) Michael Stuart charged the minister, and Ruth Lenger charged the congregation.

Francis James Rivers, the newly ordained minister, pronounced the benediction.

INSTALLATION OF BRIAN KENNETH RUMMAGE AS PASTOR OF BIXBY PRESBYTERIAN CHURCH, ADVANCE

The Commission appointed by Salem Presbytery to install Brian Kenneth Rummage as Pastor of Bixby Presbyterian Church, met at the Bixby Church, July 28, 1996, at 7:00 p.m. The meeting was called to order by Michael Warren. The prayer was offered by Michael Warren. The following members were present: Ministers Leland Richardson, Harold Fuller, Michael Warren; Elders Henry VanHoy, Tom Cornatzer, and Willie Garvin. Leland Richardson was elected Moderator and Michael Warren, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:30 p.m., the Moderator presiding. Leland Richardson preached the sermon using as his text I Corinthians 12:27-30 and his topic, "What Is the Church?" Michael Warren propounded the constitutional questions to the minister. Willie Garvin offered the prayer of installation. Brian Kenneth Rummage was declared duly installed as Pastor of Bixby Presbyterian Church according the Constitution of the Presbyterian Church (U.S.A.). Harold Fuller charged the Pastor, and Tom Cornatzer charged the congregation.

Brian Kenneth Rummage, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Leland Richardson.

INSTALLATION OF CHARLES POWELL SYKES AS PASTOR OF WESTMINSTER PRESBYTERIAN CHURCH, BURLINGTON

The Commission appointed by Salem Presbytery to install Charles Powell Sykes as Pastor of Westminster Presbyterian Church met at Westminster Church, Burlington, August 11, 1996, at 6:30 p.m. The meeting was called to order by Charles Williams. The prayer was offered by Charles Williams. The following members were present: Lou East, Lisa Mullen, Charles Williams; Elders Wade Redding, Tom Vinson, and Herbert Brooks. Charles Williams was elected Moderator and Lou East, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Lisa Mullen preached the sermon using as her text I Corinthians 3:5-11 and her topic, "Working the Family Farm." Charles Williams propounded the constitutional questions to the minister. Tom Vinson offered the prayer of installation. Charles Powell Sykes was declared duly installed as Pastor of Westminster Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Herbert Brooks charged the Pastor, and Lou East charged the congregation.

Charles Powell Sykes, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Lou East.

SALEM PRESBYTERY

FINANCIAL STATEMENTS

DECEMBER 31, 1995

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Statement of Cash Flows	4
Notes to Financial Statements	5-10

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INDEPENDENT AUDITOR'S REPORT

The Council of Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying statement of financial position of Salem Presbytery as of December 31, 1995, and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit. We did not audit the financial statements of Camp Grier, Camp New Hope and Presbyterian Point, which represent the Presbytery's investment in camps. The financial statements of Camp Grier were audited by other auditors whose report thereon has been furnished to us, and our opinion, insofar as it relates to the amounts included for Camp Grier, is based solely on the report of the other auditors.

Except as discussed in the following paragraph, we conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the report of other auditors provide a reasonable basis for our opinion.

We were unable to obtain audited financial statements supporting Salem Presbytery's investment in Camp New Hope and Presbyterian Point stated at December 31, 1995, as described in Note 4 to the financial statements; nor did we possess adequate financial information to satisfy ourselves as to the carrying value of the investment in Camp New Hope and Presbyterian Point by other auditing procedures. The investment in these two camps, which is stated at the carrying value as of December 31, 1994, is $400,076.

In our opinion, except for the effects of such adjustments, if any, as might have been determined to be necessary had we been able to examine evidence regarding the investment in Camp New Hope and Presbyterian Point, the financial statements referred to above present fairly, in all material respects, the financial position of Salem Presbytery as of December 31, 1995, and the changes in its net assets and its cash flows for the year then ended in conformity with generally accepted accounting principles.

As discussed in Note 1 to the financial statements, in 1995 the Presbytery changed its methods of accounting for investments and contributions and its method of financial reporting and financial statement presentation.

Moose, Martin & Haynes, P.A.

Statesville, North Carolina
September 30, 1996

Salem Presbytery

STATEMENT OF FINANCIAL POSITION

December 31, 1995

ASSETS

Cash and cash equivalents	$1,083,205
Receivables	
Presbyterian mission support	231,900
Notes	85,029
Other	12,571
Total receivables	329,500
Prepaid expenses	3,767
Investments	126,721
Property, equipment and improvements, net	446,392
Investment in camps	521,040
Total assets	$2,510,625

LIABILITIES AND NET ASSETS

Liabilities	
Presbyterian mission support	$ 170,323
Accounts payable and accrued expenses	35,513
Total liabilities	205,836
Net assets	
Unrestricted	
Undesignated	171,574
Designated for specific purposes	464,565
Total unrestricted	636,139
Temporarily restricted	898,734
Permanently restricted	769,916
Total net assets	2,304,789
Total liabilities and net assets	$2,510,625

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF ACTIVITIES

Year Ended December 31, 1995

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE				
Presbytery mission support	$ -	$ 2,126,316	$ -	$2,126,316
Investment income	28,404	40,668	11,536	80,608
Gifts, grants and legacies	58,952	-	633	42,855
Program receipts	57,530	42,237	-	116,497
Net assets released from restrictions	2,281,598	(2,279,766)	(1,832)	-
Total support and revenue	2,426,484	(70,545)	10,337	2,366,276
EXPENSES				
Program expenses				
Presbytery mission support	937,617	-	-	937,617
Church development	306,605	-	-	306,605
Church in the world	137,471	-	-	137,471
Two-Cents-A-Meal Hunger Program	118,946	-	-	118,946
Outdoor ministeries	100,678	-	-	100,678
Other work of Presbytery	154,126	-	-	154,126
Total program services	1,755,443	-	-	1,755,443
Supporting services				
Salaries and related expenses	427,759	-	-	427,759
Other supporting expenses	70,007		-	70,007
Total supporting services	497,766	-	-	497,766
Total expenses	2,253,209	-	-	2,253,209
Changes in net assets	173,275	(70,545)	10,337	113,067
Net assets, December 31, 1994	462,864	969,279	759,579	2,191,722
Net assets, December 31, 1995	$ 636,139	$ 898,734	$769,916	$2,304,789

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF CASH FLOWS

Year Ended December 31, 1995

Cash flows from operating activities	
Change in net assets	$ 113,067
Adjustments to reconcile change in net assets to net cash from operating activities:	
Depreciation expense	20,786
Unrealized gains on investments	(19,233)
(Increase) decrease in operating assets	
Presbyterian mission support	(29,609)
Prepaid expenses	(1,807)
Other receivables	1,055
Increase (decrease) in operating liabilites	
Presbyterian Mission Support	(45,997)
Accounts payable and accrued expenses	(23,225)
Contributions restricted for permanent investment and capital improvements	(11,103)
Net cash provided by operating activities	3,934
Cash flows from investing activities	
Purchase of equipment and improvements	(12,180)
Purchase of camp assets	(8,786)
Purchase of investments	(2,506)
Collections on notes	45,238
Loans made	(3,834)
Net cash provided by investing activities	17,932
Cash flows from financing activities	
Payments on long-term debt	(19,114)
Contributions restricted for permanent investment and capital improvements	11,103
Net cash used in financing activities	(8,011)
Net increase in cash and cash equivalents	13,855
Cash and cash equivalents	
December 31, 1994	1,069,350
December 31, 1995	$1,083,205

Supplemental Disclosure:

Interest expense paid in 1995 was $3,415.

The accompanying notes are an integral part of these financial statements.

NOTE 1 - NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Salem Presbytery (hereinafter referred to as "Presbytery") is a not-for-profit organization established under the laws of the State of North Carolina and operates as a religious organization. Salem Presbytery is called to fulfill the mission and governing responsibilities given by Christ, as interpreted by the Constitution of the Presbyterian Church (U.S.A). The Presbytery is a corporate expression consisting of all the Presbyterian churches and ministers in northwestern North Carolina.

The significant accounting policies are as follows:

Method of accounting

The financial statements of the Presbytery have been prepared utilizing the accrual basis of accounting.

Financial statement presentation

The Presbytery adopted Statement of Financial Accounting Standards (SFAS) No. 117, "Financial Statements of Not-for-Profit Organizations." Under SFAS No. 117, the Presbytery is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted, temporarily restricted, and permanently restricted. Funds used for financial reporting purposes in past years have been summarized into these three classes. In addition, the Presbytery is required to present a statement of cash flows.

Contributions

The Presbytery also adopted SFAS No. 116, "Accounting for Contributions Received and Contributions Made," whereby contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support depending on the existence and/or nature of any donor restriction. Restricted net assets are reclassified to unrestricted net assets upon satisfaction of the time or purpose restrictions. The adoption had no cumulative effect on net assets at December 31, 1994, the date of adoption.

The Presbytery is involved in The Bicentennial Fund, a major mission funding program adopted by the General Assembly of the Presbyterian Church (U.S.A.). Since the Presbytery acts only in an intermediary capacity for this program, pledges by churches within the boundaries of the Presbytery are not included in the financial statements of Salem Presbytery. At December 31, 1995, pledges to The Bicentennial Fund totaled $613,177.

NOTE 1 - NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investments

The Presbytery elected to adopt SFAS No. 124, "Accounting for Certain Investments Held by Not-for-Profit Organizations," in 1995. Under SFAS No. 124, investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets. As permitted by SFAS No. 124, Presbytery has retroactively applied the provisions of this new Statement by restating net assets as of December 31, 1994.

Temporarily restricted net assets were decreased by $2,781 and permanently restricted net assets were decreased by $2,439. These decreases represent the unrealized losses on investments that were not recognized previously because the decline was not deemed to be a permanent impairment. The effect of adopting SFAS No. 124 on the Presbytery's change in net assets for 1995 was an increase of $19,233 from what would have been reported under prior accounting principles. These effects are included in changes in temporarily restricted net assets ($9,998) and in permanently restricted net assets ($9,235), because the gains are restricted for the support of certain work of the Presbytery.

Cash and cash equivalents

The Presbytery considers all highly liquid investments with a maturity of three months or less when purchased to be cash equivalents.

Use of estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Property, equipment, and improvements

Property, equipment, and improvements are carried at cost. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis. The Presbytery also may hold title to various church properties located within its boundaries for canonical purposes only. These properties are not included in property, equipment, and improvements.

Income tax status

The Presbytery is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. It pays neither federal or state income taxes on income related to its exempt purpose.

NOTE 2 - INVESTMENTS

Investments are stated at fair value and are summarized as follows as of December 31, 1995:

Presbyterian Church (U.S.A.) Foundation Balanced Growth Fund	$126,721

The following schedule summarizes the investment return and its classification in the statement of activities for the year ended December 31, 1995:

	Interest Income	Unrealized Gains	Total
Unrestricted	$28,404	$ -	$28,404
Temporarily restricted	30,670	9,998	40,668
Permanently restricted	2,301	9,235	11,536
	$61,375	$19,233	$80,608

The Orange Presbytery Foundation, Inc. continues to hold shares of stock in the North Carolina Railroad Company for the benefit of Salem Presbytery. At December 31, 1995, the market value of this investment was $26,598.

NOTE 3 - PROPERTY, EQUIPMENT AND IMPROVEMENTS

Purchased property, equipment and improvements are recorded at cost. Donated plant assets are recorded at fair market value at the date received.

Property, equipment, and improvements are comprised of the following at December 31:

Presbytery office, Clemmons, NC:	
Furniture and equipment	$123,754
Less: accumulated depreciation	(84,694)
	39,060
First Korean Presbyterian Church	
Land improvements	100,740
Oak Ridge Presbyterian Church	
Land, building, and equipment	306,592
Total property, equipment and improvements	$446,392

Subsequent to December 31, 1995, the land, building, and equipment of Oak Ridge Presbyterian Church has been transferred to the Church by the Presbytery.

NOTE 4 - INVESTMENT IN CAMPS

The Presbytery acquired joint ownership of three camps from the antecedent presbyteries:

Camp Grier - 33 1/3% ownership with the presbyteries of Western North Carolina and Charlotte;
Camp New Hope - 50% ownership with the Presbytery of New Hope; and
Presbyterian Point - 50% ownership with the Presbytery of New Hope.

Annual subsidies to each camp in excess of capital improvements are recorded as decreases in unrestricted net assets.

Subsidies to the camps are as follows:

Camp Grier	$30,784
Camp New Hope and Presbyterian Point	66,634
	$97,418

Salem Presbytery's investment in each camp is recorded at book value of property, equipment, and improvements. The investment in Camp Grier at December 31, 1995 is as follows:

Camp Grier	
Land and improvements	$ 91,705
Buildings	190,854
Furniture and equipment	79,158
Less: accumulated depreciation	(240,753)
	$ 120,964

Salem Presbytery's investment in Camp New Hope and Presbyterian Point is based on the Presbytery's investment at December 31, 1994. Sufficient financial information was not made available to enable Salem Presbytery to determine its investment at December 31, 1995. The following is information that was included in the audited financial statements as of December 31, 1994.

Camp New Hope	
Land improvements	$ 143,034
Buildings and improvements	303,740
Furniture and equipment	71,392
Less: accumulated depreciation	(210,870)
	$ 307,296

Presbyterian Point	
Land improvements	$ 4,301
Buildings and improvements	121,416
Furniture and equipment	115,223
Less: accumulated depreciation	(148,160)
	$ 92,780

In September, 1996, Camp New Hope and Presbyterian Point sustained damage from Hurricane Fran. The cost of clean-up and repairs cannot be determined at this time.

NOTE 5 - NOTES RECEIVABLE

Notes receivable consist of the following at December 31:

Duke University	$33,000
Various churches	52,029
	$85,029

NOTE 6 - RETIREMENT PLAN

The employees of the Presbytery participate in a defined contribution retirement plan administered by the Board of Pensions of the Presbyterian Church (U.S.A.). The Presbytery's contributions are equal to 12% of the annual salary of participating employees. During the year ended December 31, 1995, Presbytery's contribution to the plan totaled $33,528.

NOTE 7 - NET ASSETS RELEASED FROM RESTRICTIONS

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by donors during 1995.

Purpose restrictions accomplished:	
Budgeted program services	$1,047,317
Presbyterian mission support	937,617
Church development	134,640
Hunger program	118,946
Committee on ministry	20,198
Church in the world	20,030
Other work of Presbytery	2,850
	$2,281,598

NOTE 8 - TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purposes or periods at December 31:

Church development	$514,299
Loans and grants to others	248,824
Hunger program	106,888
Church in the world	24,481
Other work of Presbytery	4,242
	$898,734

NOTE 9 - PERMANENTLY RESTRICTED NET ASSETS

Permanently restricted net assets are restricted in investment in perpetuity, the income from which is expendable to support:

Invested in camps	$521,040
Church development	243,414
Hunger programs	1,592
Other work of Presbytery	3,870
	$769,916

NOTE 10 - FAIR VALUES OF FINANCIAL INSTRUMENTS

The Presbytery's financial instruments, none of which are held for trading purposes, include cash and cash equivalents, investments, and notes receivable. The Presbytery estimates that the fair value of all financial instruments at December 31, 1995, does not differ materially from the aggregate carrying values of its financial instruments recorded in the accompanying statement of financial position. The estimated fair value amounts have been determined using available market information and appropriate valuation methodologies. Judgment is required in interpreting market data to develop the estimate of fair value, and accordingly, the estimates are not necessarily indicative of the amounts that the the Presbytery could realize in a current market exchange.

NOTE 11 - CONCENTRATION OF CREDIT RISK FOR CASH HELD IN BANK

The Presbytery maintains cash balances in excess of $100,000 in a bank, which are insured by the Federal Deposit Insurance Corporation up to $100,000. At December 31, 1995, the Presbytery's uninsured cash balance totaled $25,000.

NOTE 12 - CONTINGENCIES

A local Presbyterian church has challenged Salem Presbytery's ownership and use of temporarily restricted assets from the D. P. Forest Estate. The disposition of these assets will be determined by legal proceedings. At December 31, 1995, the fair market value of these assets is $65,832.

APPENDIX F

SALEM PRESBYTERY
REPORT OF THE STATED CLERK
October 22, 1996

SESSIONAL RECORDS REVIEW

Since the July 20 meeting of Presbytery, the following church presented their 1995 records for review:

Approved:

Boone First
Madison
Pine Hall
Rumple Memorial
St. Paul (High Point)

Approved, Pending:

Bethel
Danbury Community
Graham
Hope View
Mt. Vernon
Piedmont
Reid Memorial
Smyrna

No Meeting in 1995:

Edward Webb Memorial

1993 and 1994 Records Presented:

Pine Hall	Approved

1989, 1990, 1991, 1992, 1993, 1994 Records Presented:

Mt. Vernon	Approved, Pending

Churches not submitting 1995 records for review:

Baird's Creek
Beulah
Bixby
Boonville First
Centre
Cleveland
Clio
Concord
Ebenezer
Gulf
Immanuel
Joyce
Little Joe's
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Bridgeport National
Bindery, Inc.
OCT. 2000